



# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

May 3, 2021

Ethan Marczewski  
Supervising Officer 1

Delivered via the phone and email  
by Wayne Olson & Erica Healey

Dear Mr. Marczewski:

Your promotional probationary period as a Supervising Officer 1 at Columbia Correctional Institution is being terminated for failure to meet probationary standards.

A pre-disciplinary meeting was held with you and Matthew Polsin on 4/7/2021. At this meeting, you did not provide any mitigation for management to take into consideration. The decision to terminate your probation based upon your failure to meet probationary standards is justified in my judgment.

This action is taken in accordance with ER-MRS 14.03(1), Wis. Admin. Code and with Section 230.28 Wis. Stats., and is without right to appeal. This movement is considered a restoration.

You will report to Casey Jensen, at Jackson Correctional Institution on 5/4/2021 at 8 am.

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, (833) 539-7285, or visit <https://sowi.mylifeexpert.com>, use [REDACTED] as the username.

Sincerely,

Larry Fuchs  
Warden

cc Supervisor  
HR  
Payroll  
p-file



## EMPLOYEE INVESTIGATION REPORTS

### FIRST REPORT OF POTENTIAL WORK RULE VIOLATION

This form shall be utilized to document initial allegations of work rule violations and to initiate a formal investigation. The completed form must be submitted to Human Resources.

#### THIS SECTION TO BE COMPLETED BY SUPERVISOR OR HUMAN RESOURCES STAFF

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Marczewski, Ethan	JOB TITLE OR CLASSIFICATION Supervising Officer 1	AGENCY / DIVISION / WORK UNIT DOC/DAI/CCI
INCIDENT DATE(s): Unknown	INCIDENT TIME(s) Unknown	EMPLOYEE STATUS <input type="checkbox"/> Permanent <input checked="" type="checkbox"/> Probationary <input type="checkbox"/> LTE

BRIEF DESCRIPTION OF INCIDENT(s) (*who, what, where, when, and why, if known*) attach related documents.

This information was derived from a pre-disciplinary meeting of Correctional Officer Ashley Suprise held on 2/11/2021.

Suprise alleges that Ethan Marczewski, Supervising Officer 1, has been harassing and retaliating against her over a series of months in various incidents. She does not give specific dates, times, or places for each incident. As evidence, she mentioned a series of sexual conversations, both email and personal, in and out of the institutions, between herself and Marczewski.

Her claims of harassment include:

- (1) Suprise alleges that Marczewski retaliated against her by choosing to use other staff instead of her in the support officer post.
- (2) She states she would step out of the bubble so any conversation had would be in the dayroom and she wouldn't be accused of doing anything sexual within the institution. After that, a suggestive email included that next time she lock the bubble door and perform a sexual act of some sort. In response, she states tried to avoid conversation with Marczewski.
- (3) An incident with PIOC [REDACTED] # [REDACTED] and supervisors not being willing to lock him up, claiming that she almost ended upon under investigation for that incident. Suprise states that she has talked to Terrence Judd, Jason Chatman, Michael Julson, and Kevin Pitzen about these issues
- (4) After the above incident, Suprise made a joke about the grass at her house getting too long and she states that Marczewski turned this into a bunch of sexual emails. At one point, Suprise inquired of Marczewski from her personal email about a Thanksgiving potluck and she states he responded about her lawn that he could, "fill my holes." She states he said it was too bad she wasn't at work and made comments about her doing sexual acts.
- (5) She stated that after Thanksgiving, she "gave into" Marczewski wanting to come over to her house before his shift. She states that she thought if she just gave in then everything with Marczewski and Betancourt would stop. She states that she was being hazed for months and felt forced to sleep with him.
- (6) She states that she went to Julson about how Marczewski was treating her, and it was dismissed. And, that anyone she talked to said that's just who he was.
- (7) She alleges that he called staff "fucking retards." And a PIOC "nigger" in an email.
- (8) She says she believes sexual emails were necessary to not piss Marczewski off. She states she didn't want him to come after her and that there were rumors that it happened with another female officer.

Finally, Marczewski states that Suprise posted on Facebook something to the effect of, "if you think you are going to terminate me, I'm gonna take you guys down with me." He attributes the report of this posting to Michael Julson having seen that post on Facebook and told him about it. Marczewski states that he does not participate on Facebook.

WITNESSES AND/OR POTENTIAL WITNESSES

Ashley Suprise, Correctional Officer  
 Michael Julson, Supervising Officer 2  
 Kevin Pitzen, Supervising Officer 2  
 Terrence Judd, former Supervising Officer 2  
 Jason Chatman, Supervising Officer 2

NAME OF PERSON REPORTING ALLEGATION Erica Healey	CLASSIFICATION HR Director - Adv.	DATE OF REPORT 2/25/2021
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ADDITIONAL INFORMATION AND/OR EVIDENCE

Email between Suprise and Marczewski, both state emails and personal emails, to be collected.

#### THIS SECTION TO BE COMPLETED BY HUMAN RESOURCES STAFF

SPECIAL CONSIDERATIONS / ACTIONS IF NECESSARY     TEMPORARY REASSIGNMENT     ADMINISTRATIVE LEAVE WITH PAY     ADMINISTRATIVE LEAVE WITHOUT PAY     NO CHANGE

OTHER:

CONDUCT INVOLVES POSSIBLE CRIMINAL VIOLATION(S)

OTHER:

EMPL ID: 100075278	<input checked="" type="checkbox"/> EXEMPT <input type="checkbox"/> NON-EXEMPT	SENIORITY DATE: 1/24/2016	CASE NUMBER (If applicable): 325-21-071 10241
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NAME(S) OF ASSIGNED INVESTIGATORS: IAO



## EMPLOYEE INVESTIGATION REPORTS INVESTIGATION CHRONOLOGICAL LOG

**INVESTIGATOR INSTRUCTIONS:** This form is to document the chronological sequence of events beginning with the initiation of the investigation. Record all interviews, meetings, and other significant events of the investigation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Marczewski, Ethan	JOB TITLE OR CLASSIFICATION Supervising Officer 1	INCIDENT DATE(s): Unknown
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DATE	DESCRIPTION OF EVENT
3/1/2021	15807A submitted to IAO
3/9/2021	Ashley Suprise Noticed
3/10/2021	Ashley Suprise Interviewed
3/10/2021	Email Investigation Request submitted
3/11/2021	Kevin Pitzen noticed
3/11/2021	Jason Chatman noticed
3/12/2021	Polsin Off
3/15/2021	Kevin Pitzen Interviewed
3/15/2021	Jason Chatman Interviewed
3/16/2021	Polsin unavailble 3/16/2021-3/21/2021
3/22/2021	Eric Fox Noticed
3/23/2021	Ryan Blount Noitced
3/23/2021	Ryan Blount Interviewed.
3/24/2021	Ethan Marczewski Noticed
3/25/2021	Ethan Marczewski Interviewed
3/30/2021	Routed for review
4/1/2021	Case submitted to CCI Warden Larry Fuchs
4/5/2021	IRT held, proceed to pre-disciplinary
4/6/2021	Predisc notice routed
4/7/2021	Predisc completed
4/8/2021	Case submitted to CCI Warden Larry Fuchs



## EMPLOYEE INVESTIGATION REPORTS INVESTIGATORY INTERVIEW

**INVESTIGATOR INSTRUCTIONS:** Document the content of an investigatory meeting with an individual interviewed as part of an employee investigation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Marczewski, Ethan			INCIDENT DATE(s): Unknown	
NAME OF INTERVIEWEE (Last Name, First Name, M.I.) Ethan Marczewski	JOB TITLE OR CLASSIFICATION Supervising Officer 1	INTERVIEWEE STATUS <input checked="" type="checkbox"/> Subject <input type="checkbox"/> Witness	INTERVIEW DATE 3/25/2021	TIME 9:07am
REPRESENTATIVE PRESENT (Last Name, First Name) Non	INVESTIGATORS NAMES (Last Name, First Name) Polsin, Matthew  Calderon Veva			

REVIEW EACH OF THE FOLLOWING INFORMATION AS INDICATED WITH THE EMPLOYEE AND CHECK EACH BOX UPON COMPLETION

- FOR WITNESS INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING:
- Inform the employee the purpose of the meeting is to investigate allegations of misconduct in the workplace
  - State they are required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability; and if they refuse to answer they may be disciplined for that refusal.
  - Ask if they have any questions before beginning.
- FOR SUBJECT INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:
- Inform the employee the purpose of the meeting is to investigate.
  - State no decision will be made until all the facts of the investigation are considered.
  - State the employee is required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability; and if they refuse to answer they may be disciplined for that refusal in addition to any other discipline, which may be imposed for other conduct.
  - As appropriate, state either:
    - These proceeding will be recorded. You are entitled to receive a copy of the recording made during the meeting. OR
    - These proceedings are not to be recorded. If it is found you have recorded this meeting, you will be in violation of work rule 11, which prohibits unauthorized recording.
  - (FOR SUBJECT WITHOUT A REP) Remind the subject the investigatory meeting notice included the right to have a representative; since one is not present, you assume they would like to proceed without one and note it in the REPRESENTATIVE PRESENT box above.
  - Ask if they have any questions about these guidelines before beginning.
- For potential criminal investigations – read and complete form DOA-15807-G – Investigations Involving Criminal Matters (Garrity / Oddsen Warning)

**CONTENT OF INTERVIEW** – Interviews and notes are conducted in Question and Answer format.

A phone interview with Ethan Marczewski was conducted on 3/25/2021. This interview began at 9:07am and ended at 9:53am. No breaks. No personal Rep.

Q1: For identification purposes, on the recorder, please state your name, title, and work location.

A1: Ah, Ethan Marczewski, Supervising Officer 1, Columbia Correctional Institution.

Q2: And how long have you been employed in this capacity?

A2: As a supervisor?

Q3: Yes.

A3: 12 months.

Q4: 12 months. And how long have you worked at Columbia overall?

A4: Ah, I did a six-week voluntary program before promoting, um, the summer before I promoted so I would guess 13-14 months in total.

Q5: Okay. Um, please give a brief overview of your duties as Supervising Officer-1.

A5: What'd you say?

Q6: So I realize you have a lot of tasks and everything but it's a required question of me, please give a brief overview of your duties and your position.

A6: Okay. Um, I'm a supervisor. It's my job to maintain the safety and security of the institution, um, for both staff and persons in our care, um, that is conducting rounds, speaking with, ah, uniformed and non-uniformed staff, addressing any concerns they may have, um, reviewing reports, making recommendations and then also addressing any concerns that, ah, PIOC's may have.

Q7: How was your job important to the mission of the Department of Corrections?

A7: I serve as middle management between, um, the security director and the officers and sergeants. I am able to, ah, try and help sort out some questions that, um, the security director may not need to answer, something that I can answer for him or, ah, you know, address any concerns that, ah, uniformed or non-uniformed staff may have as well as, um, it's my job to respond to any sort of incidents, specifically at Columbia regard. We have a large amount of incidents involving self-harm so, um, almost on a daily, ah, schedule I guess, um, I'll respond to a person in our care engaging in self harm in some way, shape, or fashion.

Q8: I received notification, or verification that you were working on October 23rd, 2020. I realize with time constraints, it's now March 25th, 2021. During the course of the shift, do you recall or remember receiving a call about issues with persons in our care [REDACTED] by either Eric Fox or Ashley Suprise?

A8: Um, I don't believe so. I, is this what the report is for?

Q9: Correct.

A9: Okay. Um, can I see that coz off the top of my head that was six months ago and I don't remember.

Q10: Absolutely. Absolutely. And that is the next, that is the next thing we were going to share with you so, I'm going to, um, go into a share screen mode here in a minute here. It just takes me a second because I'm not that good at it.

A10: No, that's fine.

Q11: All right. Do you see a conduct report up on the screen?

A11: Yes, I do. Um, can we zoom in on that?

Q12: Okay. And you are familiar with this incident?

A12: Yes. I do remember this day. Yep.

Q13: Okay. Do you remember receiving the call about issues with this [REDACTED] during this case, during this incident?

A13: Yes. So, um, I do remember, ah, Sergeant Fox called me. He was working on the floor, umm, Officeprise was working in the control center on the unit, controlling the doors, things like that. Um, she never spoke with me but, um, Sergeant Fox did. He said, hey, we've been having issues with, ah, [REDACTED] Um, at one point I believe he referenced that, ah, [REDACTED] kept loitering up and down the tier. Um, [REDACTED] has a long history of that. I understand he can be pretty (CALL DROPPED)

Reconnected via Zoom

Q14: Could you just start over for us please?

A14: Sure. So, yes I do remember this incident. Um, I never spoke with Officer Suprise regarding this incident specifically. Sergeant Fox did notify me that, ah, [REDACTED] had been loitering up and down the tier, um, and Sergeant Fox repeatedly had to go up onto the tier and get, ah, [REDACTED] to return to his cell and close the door, um, I don't, I think unit operations kind of dictated that the door needed to be opened for [REDACTED] to use the phone, things like that, um, use the phone, use the kiosk and Sergeant Fox was able to get some, get compliance from [REDACTED] as far as getting him to lock back in, um, getting him to return to his cell, getting him to stop loitering on the tier, talking with other PIOC's and things like that. Um, Sergeant Fox at no time ever said anything about any sort of sexual nature, um, I do understand that the ticket says this, and I do remember seeing this ticket after it was, ah, after it was written, um, I believe it was written the next day, not that evening, um, back last summer when this incident occurred, I was the 6 p.m. to 6 a.m., ah, Lieutenant along with Captain Chatman who was the shift commander, and I remember speaking with him saying that, um, this is not what was relayed at all. the worst that I had been notified of from, um, Sergeant Fox was that [REDACTED] had, ah, opened the tier door, ah, Officer Suprise was attempting to close the tier door to get the PIOC to kind of contain him to a certain area to stop his wandering and things like that, um, So that way the rest of the unit can continue with what they needed to do as far as allowing other, other gentleman their, ah, phone calls, kiosk and things like that. So, um, that was the worst that I had ever been told about it, um, was that Sergeant Fox said, hey you know he's just been really difficult. Um, I recommended to Sergeant Fox, hey you know what I get that, because he does like to wander, things like that, maybe let's just do, maybe let's just do for, for his bedtime medication, I don't know if he receives any or not but if he does, let's just do that cell side. Let's just open the cell door trap, rather than the door itself and allow [REDACTED] to wander around freely and things like that. So, Sergeant Fox never relayed anything further to me, he, and he told me later that it was a rough day but they got through it. Sergeant Carl then, it was after 10 o'clock or shortly after I believe we did shift check in, me and, ah, Captain Chatman and then Sergeant Carl came up to me with Officer Suprise and Sergeant Carl asked me to speak with them privately so we went over into the, ah, little squad room, it's the multi-purpose room, it's where there's a lot of meetings. It's where supports do equipment changeover and things like that. It's got, um, yeah, it's got a fridge, just a place for staff to kind of decompression usually. So, Sergeant Carl asked me to follow her in with Officer Suprise. They asked hey can we talk to you? I said absolutely. Um, and then there was a note that was given to me, um, by Sergeant Carl and it said something to the extent of Officer, ah, Officer Suprise is flirting with me. I'm going to get

Officer Suprise hooked up, um, I believe that is was what it was referencing. I don't remember exactly what the note said, but I do remember taking the note, um, and then Officer Suprise was quite concerned saying that she didn't want to get, um, in trouble and I said no, absolutely. We will, ah, we will review this and we will go from there. Um, I remember I told Captain Chatman about the note and, um, I think that kind of ended that. So the next day when the conduct report was written, um, myself and the Captain were very surprised because none of this was relayed to us. Um, I didn't speak with Officer Suprise that day, um, this was all relayed to me by Sergeant Fox, So that's what I remember about this incident, but I do, I do remember this, yes.

Q15: Okay. And so that, when you said Sergeant Carl came into that room with you and Officer Suprise and relayed  
A15: Yes.

Q16: that note to you, did Officer Suprise make any conversation with you in regard to the events of this evening outside of this note or anything to you?  
A16: No. She did not.

Q17: And describe her demeanor during this process, was she upset, indifferent, I mean what was her overall.  
A17: She seemed very quiet. She seemed very quiet. Um, Sergeant Carl did all the talking, um, Officer Suprise seemed very tired and I could understand that, um, I understand that sometimes you have rough days and especially working, working units, I can understand and empathize, um, that, you know, sometimes it, it's a struggle to get some, ah, get some compliance from these young men to follow the rules and things like that, so, um, but she did not say that she was, um, I guess bothered by it or frustrated by it. She did say that she was concerned, um, and didn't want us to be anything more than I guess how do I say this, she was concerned that because that note was written by [REDACTED] that people were going to look at her as if she was a staff member who was, um, having an inappropriate relationship with an inmate. And I said nobody is saying that right now. I will take the note, um, I'll look into it. I gave, I remember I put the note in Captain Pitzen's mail box, um, because with him being investigations, that's his forte, so, me being a supervisor, I'm still very new to, ah, a lot of things just in the Department in general. So, ah, I remember I told Captain Chatman about it and then I gave the note, ah, or put it in Captain Pitzen's mail box and that was the last that I ever heard of this incident.

Q18: Okay. And you pretty much answered everything, I just want to just be absolutely clear. So, when Officer or Sergeant Fox called you what was his, was his call for, asking for advice, asking for help, what was sort of what, what would you consider the nature of that call then?

A18: Ah so I, I would consider it, ah, informing a supervisor. Anytime that we have a conduct report issued, um, usually you need to inform a supervisor, that way we know what's going on, if the, ah, if the PIOC needs to be [REDACTED] things like that, or, um, we'll just say hey send it, send it through WICS, ah, computer, computer system and we'll review it and we'll, we'll get back to you as far as how we want to proceed with it, um, if we wanna offer a disposition or a reprimand. So, um, I didn't believe that he was asking for advice or anything like that, um, I've known Sergeant Fox for, um, he was an officer when I was a Sergeant there helping out, so I had faith that if he needed something, he would've asked for it, um, and it was my understanding that Sergeant Fox was just informing me that a conduct report was written, and that he was, ah, having a bit of a rough day on the unit but was able to, ah, keep the, keep the PIOC's following the rules as best as he could.

Q19: Okay. I'm going to stop screen share at this moment. We'll still revisit it. Um, one moment. Okay. Um, in the course of your duties, um, as Supervisor Officer 1, um, and understand I sometimes struggle with describing this because I come from more of a DCC background and I to, some of the DAI lingo is still a little newer to me. So I kept it to a couple of tries of this to fully to get you to understand what I am asking you, but I'm going to do my best here. During the course of your duties as a supervising officer 1, is it one of your responsibilities or tasks to assign, um, jobs to various employees, um, based on need or demand? I guess specially like people in a support officer role, is it one of your responsibilities to place these people into different posts during a shift or anything like that?

A19: Um, by different posts, I would assume that you're saying if I have an additional tasks that needs to be done, I like, if property, if a, if a PIOC is placed into [REDACTED] their property should get packed up by the unit officer and then the support sergeant would come down and retrieve the property, um, and then place it into the correct area or just, for it to be, um, for RH property staff to go through it, is that, you're just talking about additional assignments?

Q20: Yeah, or like, like, I guess, it's, it's my understanding that support officers have preexisting post orders, but they can be changed, um, if the institution has needs in other places and people can be put into other positions or you know work in a different unit, is that correct?

A20: Yes, and that's just not for supports actually that's for, um, all staff, officers, and sergeants. Um, it does say I believe in their post orders that they may be reassigned, that is why, um, when we, when, when somebody signs a job, when somebody signs a post within our institution, it usually says that post, so you could be support and it will say slash, um, utility, and the term utility is used saying that they, that, that person, um, can be moved throughout the institution. We are not fully staffed at Columbia. So it, ah, at times we may need to collapse a position and whether that position is a support or whatever it may be, that person, um, may be moved about throughout the institution or even outside the institution if we have a, ah, medical trip, that's ah, that's called a vigil, if it's a, if the PIOC has been admitted, um, we have to have security staff there, usually at least

█ of them, sometimes █ of them. Um, but yes, absolutely, it's not, it's not uncommon for anybody at all to be, ah, redeployed is the term that we use.

Q21: Okay. Thank you. I get better every time I do one of these, so thank you. Um, what, um, what discretion do you have to reassign certain staff to other posts like support officers for example?

A21: Well what do you mean by discretion?

Q22: Like, let's say someone is a support officer and there's tasks or duties that you need to have assigned or if you need to put like a support officer somewhere else, what discretion do you have in terms of who goes where?

A22: Um, it can, it can be anything, it can be experience, it can, ah, usually I won't just pull the trigger on one thing, um, I like to always converse with the shift commander, um, or with the other supervisor, if it's a Lieutenant 2, that's fine. Um what, what the plan is, what the need is and then we'll go from there. Um, it really depends on the assignment as well, um, if it's something that's a delicate task, that one person may not know about, um, or may not have a lot of experience doing, um, I may have somebody who has done it before, who I have confidence that they can do it, um, safely and efficiently, I may have that person do it. Um, I may also have another person tag along with them to learn how, how that job can be done that way if this person, um, you know isn't just repeatedly doing the same task over and over, um, but it can be variety of things. It could be even as simple as seniority, um, you know, or experience. Ah, with supports it could be experience in responding to incidents, things like that. If we have somebody who is, um, less experienced, we may, um, and if we do need to remove a support due to staffing issues, we may have our more experienced staff, um, stay as supports and may pull the least experienced person just because, um, you know depending on the PIOC that we're having an incident with, I wanna make sure that I have experienced staff and that's not always the case, you don't always have the most experienced staff, but I wanna make sure that I can be as safe as possible, um, when dealing with an incident because I never want anybody to get hurt. So, um, that is usually a joint decision between myself and the other shift supervisor.

Q23: So you kind of answered a couple of questions going into that, so thank you for that.

A23: Sure.

Q24: Moving on. Um, during the course of your employment as a supervising officer 1, has Ashley Surprise been a support officer on shifts you've worked?

A24: Yes, I believe she has.

Q25: Okay. And if she is, would you have assigned her post as a support officer or duties?

A25: Ah, I believe she is signed, ah, she selected a second shift support role. Um, I don't know of the exact time. I know she was a support on second shift for, for a period of time, but as far as that exact length of time, I don't know.

Q26: But do you recall assigning like I guess additional duties or tasks or, ah, to do other things when she was a support officer?

A26: Yes. I've done that for, ah, her. I've done that for everybody.

Q27: Have you ever chosen other officers over her for, for support roles when she was a support?

A27: Um, I guess I'm confused as to what, what you would, what you're asking?

Q28: Okay. Let's say, let's say she's a support and I'm just gonna give a random scenario and it's not, it's not like what I'm specifically asking. Let's say she is a support and you've got some other duty that a support officer could be doing like there's another task that needs to be done, whatever that maybe I don't know, um, and general, like have you chosen, like you needed someone to do a task

A28: Okay.

Q29: and she was one of the available people

A29: Uh-huh.

Q30: Have you chosen someone else over her and why?

A30: Ah, over her? I don't think so, no.

Q31: Instead of her I mean.

A31: Um, yeah like I said, I mean sometimes it can be completely random, it can be, um, I'll call central control even and say hey, um, I need this, I need this task done and that's a lot easier and that way I can keep control, um, the control officer and sergeant in the loop, so, um, yeah and it, it may very well have happened.

Q32: Have you deliberately chosen another support officer for a task over Ashley Surprise because you wanted to punish her or get back at her for something?

A32: Absolutely not. Um, I am not here to punish staff or belittle staff or do anything like that.

Q33: Okay. Would it surprise you that it was reported by Ms. Suprise that you have done this?

A33: Um, honestly no, it wouldn't.

Q34: Okay. And why would that be?

A34: Ah, Officer Suprise during her tenure at CCI had a, ah, pretty negative attitude usually and there was a lot of, ah, drama I guess around her. She, she had, ah, told staff that it was, that she had a lot of experience and things like that, but we also like new staff to learn as much as they can and she came into the institution with a very, ah, large sense of entitlement rather, and that's not something we usually would like to see in our new staff. We like to staff, I mean if you know what you're doing, absolutely go get her, um, but we like to see staff learn and be positive and things like that. And it appeared to me Officer Suprise had a chip on her shoulder, um, during our interactions, and I'm not sure what that was from but, um, yes, it would not surprise me and then after she was placed on administrative leave, um, Captain Sanneh informed me that um she had posted on Facebook that she was going to, um, what was the term he used, it was something to the effect of you guys are going to walk me out well now I'm going to, now you guys are really going to see what I can do, um, making a threatening statement that she was going on do whatever she could to, um, tarnish anyone and everyone's reputations.

Q35: Okay. And for clarification and I believe, um, is Sanneh, is it S-A-N-N-E-H?

A35: Yes. His first name is, um, Pamanding, um my pronunciation of that might not be the best, but I can spell it for you if would you like?

Q36: Ah, that would be appreciated.

A36: Yep. So it's P-A-M-A-N-D-I-N-G

Q37: And now I have the last name so I'll be able to find that and locate it, that's pretty much not that common of a name, so I will be able to find that, um

A37: Right. He is the only Sanneh um in the DOC I believe.

Q38: Describe your working relationship with Ms. Suprise.

A38: Um, I tried to keep it as professional as possible. Um, I tried to be positive. I try to do that for all of my staff. Um, I, I like to look at it as this, if, if my staff, if my, even non-uniform staff see me down at the dumps or having a bad day, then I mean they know that we're gonna have kind of a rougher day, so I've always tried to be positive. And I mean I understand that we have some very rough evenings, um, I was there for the escape back in April, um, I've, I was assaulted this, this previous summer, um, and you know, those things are very traumatizing and I still try and just put on a happy face and be positive for all of my staff because I really think that that is important for them to see, and that's something that I really looked towards, um, for my supervisors as well when I was an officer and sergeant.

Q39: Do you or did you and Ms. Suprise have a relationship outside of work?

A39: No.

Q40: Did you have a romantic dating or sexual relationship outside of work?

A40: No, we do not.

Q41: Have you communicated with her outside of work?

A41: No, I have not.

Q42: Have you ever communicated with her over Snapchat or Facebook Messenger?

A42: No, I have not.

Q43: Have you ever exchanged Snapchat or Facebook Messenger contact information?

A43: I believe we have yes, but, um, yeah I have since deactivated it and things like that.

Q44: Okay. Have you ever communicated with her from, to her personal email at all?

A44: Ah, I may have. Honestly I don't remember if I did or not.

Q45: Okay. Have you ever made sexually suggestive comments towards Ms. Suprise while at work and in work status?

A45: Ah, yes, I have.

Q46: Okay. Have you ever made sexually suggestive emails or statements to Ashley Suprise through email while on work status?

A46: Yes, I believe I have.

Q47: Okay. Um, has she ever told you to stop making sexually unwanted comments towards her?

A47: No. Um, so, I made, ah, some poor decisions over, um, work email and I'm assuming that's what you are referring to, so, um, but, yes, I did contact her, um, over work email a couple of times, um, I do understand that it was inappropriate, things like

that. Ah, I believe it was a shortly after, um, the whole, that started shortly after I was assaulted, um, I did not take any time off of work. Um, I was not in the right state of mind. I definitely should have. And then, um, and then I finally after a while I realized how horribly wrong that it was, um, so I stopped responding, um, and I asked her to stop. Um, I asked her in person to stop emailing me because I, it, it's not worth it, it's not, um, yeah it's not right and, um, yeah it's just not what I should be doing.

Q48: Okay. I appreciate you, um, explaining that to us. Um, I do need to go over a few documents and I just need to review those with you.

A48: Sure.

Q49: Um, I'll ask you a few questions about those, um, and we will move through these. It's going to take me a minute to load these into the system as I had a little technical difficulty this week so,

A49: Sure.

Q50: It'll take just a moment. Okay. First, okay so I'm going to basically review a series of emails prior, before this. Are you familiar with Executive Directive 5, the harassment and discrimination policy?

A50: Yes, I am.

Q51: And Executive Directive 50 which describes use of DOC resources including computers, emails, etc.

A51: Yes, I am.

Q52: Okay. So, one moment. All right. I apologize for the delay here. This is just easier said than done, um

A52: No problem.

Q53: All right. So are you able to see the screen? It has some emails. I just scrolled down on it.

A53: Yes, I do see that.

Q54: All right. So I'm going to just scroll upwards through this. I'm going to have you review this and I am going to ask you a few questions and

A54: Okay.

Q55: So, for the reference purposes in this investigation, um, this will be referred to as exhibit 19.

A55: Okay.

Q56: I'm just going to keep scrolling slowly as you read through, you'll be reading upwards

A56: Yep.

Q57: On the top. Okay. Do you feel that this email is the violation of the Executive 50?

A57: Of ED 50? Yes, yes it is.

Q58: Do you feel this email could be considered harassing, demeaning, um, anything of that nature?

A58: Um, I don't know that I would call harassing. I believe that this would be, um, mutual flirtation.

Q59: Okay. Do you believe these emails are sexually suggestive?

A59: Yes.

Q60: Thank you. All right. And then I am going to go ahead and share a screen again. So this is a continuation of the last email and it just goes further and we're going to refer this as exhibit 20 for the investigation record, and I will continue reading from bottom to top and give you an opportunity to review that.

A60: Okay.

Q61: All right. And do you feel this, the email is also a violation of Executive Directive 50?

A61: Yes, it is.

Q62: Is this sexually suggestive?

A62: Yes.

Q63: Thank you. I have a few more to go through. So we're reviewing this one EX 21.

A63: Okay.

Q64: Do you, same questions again, as it's just a continuation on, do you feel this is a violation of Executive Directive 50?

A64: Yes, I do.

Q64: Again same questions again. Do you feel this is a sexually suggestive email?

A64: Yes.

Q65: Okay. All right, same, same line of questioning again. I'll let you read this from bottom to top. (EX 22-25)

A65: Yep keep scrolling. Thank you.

Q66: All right. Do you believe that this email is sexually suggestive and in violation of Executive Directive 50?

A66: Yes.

Q67: Do you believe any of these email discussions that we reviewed through the past exhibits could be considered, um, harassing at all or inappropriate?

A67: Inappropriate, yes.

Q68: Do you feel that your actions towards Ashley Suprise were harassing at all?

A68: No, I do not. Um, I believe that it was a mutual flirtation, um, as I said earlier, ah, I was the one who addressed um Ms. Surprise in person um because I realized how, ah, poorly or what poor decisions I had made. Um, at no time did she ever say to stop or ask me to stop.

Q69: Okay. And then I have one more document to review quickly as soon as I can get it open. All right. Do you recognize this Snapchat conversation or Facebook Messenger conversation, is this Ethan Marczewski, is this your Facebook Messenger?

A69: Yeah, it does look like a Messenger thing. Yep.

Q70: Okay. And for the record, this will be exhibit 18.

A70: Okay.

Q71: Do you recall this conversation?

A71: Um, yes I do actually. Yep.

Q72: Okay. So you are not disputing the contents of this, this conversation thread?

A72: No, not at all.

Q73: All right. I will stop sharing at that point and that concludes the document sharing that I do have for you. I certainly appreciate your answers in this situation. Um, has Ashley Suprise ever told you to stop making sexually unwanted comments towards her?

A73: No, she has not.

Q74: Okay. Would it surprise you that this was reported?

A74: That she asked me to stop?

Q75: Yes.

A75: Ah, yes it would actually because as I said previously, um, she had never asked me stop, um, I had asked her to stop after, um, I believe it was shortly after, um, the Facebook message, um, thread that you had just shown. So, um, she, she continued to email me at work and I just refused to respond. I had asked her to, ah, I had asked her in person to stop, stop talking to me. As far as being inappropriate, I explained her if it's, if it's not work related, then I don't want to know about it. If you do any peer supporters, things like that, then please let us know and we can get you helped out and things like that of if you're going through some personal things, but I don't want to, ah, be a part of this anymore.

Q76: Okay. That wraps the questions I have for you today. Um, in regard to the questions and the, and the situations that we asked you today, Mr. Marczewski, do you have any other things you want to tell investigators about these incidents that we haven't already asked, like are we missing something before we conclude this interview?

A76: Hmm, let me think here. So I would just like to reiterate that, um, I asked Officer Suprise to stop. Um, I did not, um, respond to her emails, um, I do acknowledge that I made extremely, um, poor decisions, and like I said, um, it was, it was, it did, um, start shortly after I was assaulted. Um, I didn't know how to cope it with it and it took me a while to get my head right and then I did, once I did, um, I guess kind of acknowledge that and kind of come, come back to reality, um, I made sure that, to stop engaging in that sort of activity immediately. Um, I do not have a history of this. I've never done something like this before and, um, yeah I, I just yeah, I'm sorry that this has happened.

Q77: Okay. Anything else before we end the call today?

A77: I don't believe so.

Interview ends at 9:53am

---

CLOSE THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:

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FOR WITNESS INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- Thank them for answering questions
- Request the employee keep the information confidential. This a request only and not a directive.

FOR SUBJECT INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- State we are concluding the meeting; retaliation against witnesses because they participated, or you believe they participated, in this investigation is prohibited and subject to discipline.
- Inform the employee the State of Wisconsin provides an Employee Assistance Program. Provide the vendor web address, phone number, or provide a brochure.
- State the employee will be notified of the next steps in the process after the information is reviewed
- Request the employee keep the information confidential. This a request only and not a directive.



## EMPLOYEE INVESTIGATION REPORTS SUMMARY OF INVESTIGATION FINDINGS

**INVESTIGATOR INSTRUCTIONS:** Summarize the findings and conclusions of the investigation. Attach all supporting documentation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.)	JOB TITLE OR CLASSIFICATION	INCIDENT DATE(s):
Marczewski, Ethan	Supervising Officer 1	Unknown

SUMMARY OF CONDUCT (Report facts only – no opinions or recommendations)

This investigation was conducted by the Department of Corrections Internal Affairs Office.

In a Pre-Disciplinary meeting conducted on 2/11/2021 in regards to a separate investigation, Columbia Correctional Institution CO Ashley Suprise made allegations of harassment and retaliation by Lt. Ethan Marczewski. She stated she felt forced into participating in sexually flirtatious emails between herself and Lt. Marczewski as well as engaging in sexual activity with him outside of work. She further described how she believed Lt. Marczewski was retaliating against her. (EX 8)

CO Ashley Suprise was interviewed on 3/10/2021. During her interview she explained that she signed for the Support Officer role and began that role on 12/2/2020 and worked in that capacity until she was placed on administrative leave on 12/22/2020. She stated that during that time when she was in the support officer role, she would observe/hear Lt. Marczewski ask for specific people/posts to respond to assist instead of her. She stated she had no restrictions during her time as a support officer. She could not describe a specific instance with dates, but rather general observations over her time as a support officer in December 2020. She stated that if another supervisor was working, she would get chosen. (EX 31 Q6-20)

CO Suprise also referenced an incident that occurred in October 2020. She stated she was working HU2 with Sgt. Eric Fox. PIOC [REDACTED] kept coming up to the bubble and making sexually inappropriate actions and statements to her and OJT Cardinal. The PIOC was repeatedly told to stop and would not lock in as directed. CO Suprise stated that Sgt. Fox made numerous calls to supervisors for help with the PIOC and no one came to help. It took 45 minutes for the PIOC to finally lock in. She stated that Lt. Marczewski was the supervisor that evening and wasn't busy, and she believes that his not responding was retaliation against her. (EX 31 Q21-26). Ashley Suprise drafted a conduct report for this matter, there is no corresponding incident report for the matter. (EX 11)

CO Suprise stated that Lt. Marczewski would engage in sexually inappropriate conversations with her in the work place and would indicate that they could move to the back of the bubble. She stated that she has brought up concern that her grass was long at her house and her landlord told her she needed to cut her lawn because it was a foot long. She also stated to Lt. Marczewski that she had mole holes all over the yard. She stated that this led into a sexually inappropriate conversation by Lt. Marczewski about mowing her lawn and filling holes. She stated she did not want to participate in the conversation and kept it professional. These conversations would continue in person, and over email for several months according to Ms. Suprise. She stated that she felt harassment was ongoing and wouldn't stop. The two of them were working visiting during Thanksgiving and she stated she invited him over after work for a sexual encounter. She stated that she did this because she believed it was the only way to get the ongoing harassment to stop. She stated she did not report any of this sexual harassment to anyone until her Pre-Disciplinary meeting on 2/11/2021. (EX 31, Ex 18).

CO2 Eric Fox was interviewed on 3/24/2021. He recalls the incident with PIOC [REDACTED] He stated that he came out to eat his evening meal and then would not lock in. He was at the bubble and was making inappropriate gestures, licking his lips, and staring at her buttocks. Several attempts to get him to lock in were attempted. He stated he called Lt. Marczewski to advise him of the situation. CO Fox stated that he did not request assistance from Lt. Marczewski, but rather was advising him and asking for advice. He stated that PIOC [REDACTED] eventually locked in. He stated that he did not feel his safety was in jeopardy and that if it was, he would have used his radio to call for supports. He further stated that when he called Lt. Marczewski he stated he was currently addressing multiple issues in restrictive housing and would be down as soon as they could. (EX 32)

Security Director Ryan Blount was interviewed on 3/23/2021 and asked about how supervisors utilize support officers. He stated that supervisors have total discretion as to where they want supports to be and when they want them to be there. He stated that certain staff are utilized more than others and some factors driving that decision may include background, competency, and experience. While supports have duties already assigned as part of their post orders, supervisors need to be cognizant of that when they reassign staff. (EX 28)

Cpt Kevin Pitzen was interviewed on 3/15/2021. He stated that he did not recall any issues brought up by Ashley Suprise in regards to PIOC [REDACTED] [REDACTED] not locking in on 10/23/2020. He recalls there being a situation with the PIOC brining some allegations about her and that he talked to the PIOC about that but states that he wasn't in TLU when that conversation happened. He further recalls stating that he believes that there was an incident where she was in the bubble and was reportedly staring at her. He believes that CO Suprise stated she made a comment basically implying that. He states he forwarded that information up the chain but did not handle that investigation, he believes another institution handled that matter. Cpt. Pitzen stated that he also was told by Lt. Marczewski that he was concerned that CO Suprise is making allegations that he told control to not use her as a support. He states he has no other knowledge of issues with CO Suprise not being utilized as a support when Lt. Marczewski was working. (EX 29)

Cpt. Jason Chatman was interviewed on 3/15/2021. He doesn't recall exactly the issue between PIOC [REDACTED] [REDACTED] and CO Suprise but does recall that she was a support at that time or assigned to the unit and that there was an issue of some sort. He stated that he ultimately told Suprise to remain off the tier. He was asked if he was aware of any complaints of harassment between CO Suprise and Lt. Marczewski and he stated he was not aware of any. He was asked if he recalls any instances where Lt. Marczewski would choose other officers over CO Suprise when she was in a support role. He stated he can't recall any specifics but that there was a period of time where she was restricted from working RH2. (EX 30)

A review of all email communication between Lt. Marczewski and CO Suprise was conducted. This included emails between both of them using their state-issued email accounts. This also included a search between Lt. Marczewski's state-issued emails and the personal email accounts of Ashley Suprise. There were numerous email exchanges between the two of them. The emails were flirtatious and sexually suggestive in nature and were drafted by both parties. In some instances there was profanity used. CO Suprise alleged that Lt. Marczewski called a PIOC a "nigger" in an email and staff "fucking retards". There was no email out there to support allegations of those statements. In one email between the two of them, Lt. Marczewski refers to himself as, "this nigga". (EX19-25) It should be noted that at no point during this email search is there any statement about this being unwanted, inappropriate, or a request for it to stop by either party.

Lt. Ethan Marczewski was interviewed on 3/25/2021. He was asked about the incident with PIOC [REDACTED] [REDACTED] and he told investigators that CO2 Fox had contacted him about issues with PIOC [REDACTED] [REDACTED] and some compliance issues with him getting to lock in. He stated he was not made aware of anything sexual at the time of the conversation with Sgt. Fox. He stated that it was more or less a call informing him of the situation and he offered a few suggestions as to how to manage PIOC [REDACTED] [REDACTED]. He was informed by Sgt. Fox that he was able to get compliance from PIOC [REDACTED] [REDACTED]. He stated that later that evening at shift check in at 10pm, he became aware of a note that was drafted by a PIOC stating that Officer Suprise is flirting with him, he is going to get her hooked up. He stated officer Suprise was concerned by this and he further told Captain Chatman about the note and gave it to Captain Pitzen who handled investigations. (Q8-18).

Lt. Marczewski stated that during the role of his job it part of his duties to assign jobs to officers including support officers. He stated he makes his decisions on who to assign where based on a variety of factors including talking with other supervisors to determine a plan and what the needs are for the shift. He stated he has never deliberately chose another support over Ashley Suprise to punish or belittle her. Lt. Marczewski stated that he isn't surprised that CO Suprise is alleging this as he stated she has generally had a negative attitude and came to the institution with a sense of entitlement. He further stated that he was told by Pamanding Sanneh that she posted on facebook something similar to, "you guys are going to walk me out, well now you guys are going to see what I can really do". (E32-35, EX 27).

When asked, Lt. Marczewski stated that he and CO Suprise did not have a relationship outside of work. He stated they did not have a romantic, dating, or sexual relationship. He then admitted that they had exchanged snapchat information but that he deleted all of that. When asked if he ever made sexually suggested comments towards

Ashley Suprise at work in person and in email, he stated that he did. He admits to making poor decisions over work email. He reviewed numerous emails presented to him and admitted that he drafted those and that he was in violation of the work rules/policies. (EX 19-25). He further acknowledged a screenshot of a facebook messenger conversation that occurred outside of work hours which discusses logistical information leading up to and after a sexual encounter. (EX 18) Lt. Marczewski stated his interactions with Ms. Suprise were not harassing and described it as a mutual flirtation. He stated that there was no indication from Ms. Suprise that these comments were harassing or unwanted. He stated that he had asked her to stop communicating with him shortly after the conversation on facebook messenger (EX 18), he stated that he told her this in person. He stated he stopped responding to her emails.

**POTENTIAL WORK RULE(S) VIOLATED**

WORK RULE #	WORK RULE AND SUPPORTING SPECIFIC FACTUAL INFORMATION/ DOCUMENTATION
02-Failure to follow policies, procedures	<p>Failure to comply with written agency policies or procedures. ED 5 Harrassment and Discrimination, ED 50 Guidelines for Appopriate Use of Department of Corrections Information Technology.</p> <p>Lt. Ethan Marczewski did verbally and electronically make sexually inappropriate statements towards CO Ashley Surprise, which she stated were unwelcomed. This communication occurred using his state-issued email account, face-to-face interactions, and facebook messenger.</p>
14-Intimidating harassing, bullying	<p>14. Intimidating, interfering with, harassing, demeaning, treating discourteously, or bullying; or using profane or abusive language in dealing with others.</p> <p>Lt. Ethan Marczewski did verbally and electronically make sexually inappropriate statements towards CO Ashley Surprise, which she stated were unwelcomed. This communication occurred using his state-issued email account, face-to-face interactions, and facebook messenger.</p>
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	

**POTENTIAL SERIOUS MISCONDUCT**

SERIOUS MISCONDUCT #	SERIOUS MISCONDUCT
1-While on Duty, harassing a person	<p>While on duty harrassing a person.</p> <p>Lt. Ethan Marczewski did verbally and electronically make sexually inappropriate statements towards CO Ashley Surprise, which she stated were unwlecomed. This communication occurred using his state-issued email account, face-to-face interactions, and facebook messenger.</p>
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	

**POTENTIAL POLICY(IES) VIOLATED**

POLICY #	POLICY
ED 5	Harrassment and Discrimination
ED 50	Guidelines for Appropriate Use of Department of Corrections Information Technology.

COMMENTS	



## EMPLOYEE INVESTIGATION REPORTS PRE-DISCIPLINARY MEETING

**INSTRUCTIONS:** Document the content of the pre-disciplinary meeting and any exhibits provided.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Marczewski, Ethan	JOB TITLE OR CLASSIFICATION Supervising Officer 1	INCIDENT DATE(s): Unknown
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### PRE-DISCIPLINARY

INTERVIEW DATE 04/07/2021	TIME 1:00pm	EMPLOYEE REPRESENTATIVE PRESENT (Last Name, First Name) Marczewski, Ethan	MANAGEMENT REPRESENTATIVE NAMES (Last Name, First Name) Polsin, Matthew Calderon, Veva
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BEGIN THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:

- (IF NO REP PRESENT) Remind the subject the pre-disciplinary notice included the right to have a representative; since one is not present, you assume they would like to proceed without one and note it in the REPRESENTATIVE PRESENT box above.
- As appropriate state either:
  - These proceeding will be recorded. You are entitled to receive a copy of the recording made during the meeting. OR
  - These proceedings are not to be recorded. If it is found you have recorded this meeting, you will be in violation of work rule 11, which prohibits unauthorized recording.
- Ask if there are any questions about these guidelines before beginning.
- Inform the employee of management's assessment of the essential facts which resulted in the finding a work rule violation occurred.
- Ask the employee if there any mitigating factors to consider?
- For potential criminal investigations – review the previously completed form DOA-15807-G – Investigations Involving Criminal Matters (Garrity / Oddsden Warning)

### EMPLOYEE RESPONSE

I have never had any discipline of any sort during my DOC career. I have never been involved in any sort of harassment proceedings of anything like that. I do not have a history of this. I do acknowledge that this entire thing could have been avoided, should have been avoided by myself. But I do really think that at no point in time was any of this was harassment. Officer Surprise is targeting me just because we had a mutual flirtation and she is upset that I had ended it. I acknowledge that I violated multiple work rules, but again I don't have a history of any sort of discipline and I have never been involved in any of this. This will never occur ever again. I understand the severity of my actions and take responsibility for them. I would like to note that a lot of the statements made by other witness corroborate my story and that I did not harass officer Surprise nor have I ever targeted her. I did conduct an intake interview with Lt. Jennifer Gerezma from Jackson Correctional Institution sometime in February. I conducted the intake on Ashley Surprise because I feared that with her poor demeanor that she would attempt to target me and proverbially throw me under the bus and get me in trouble for these things. That intake was documented per CCI Institution Policy. That would have been completed and submitted to HR Director Erica Healey and Warden Fuchs.

CLOSE THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:

- State the meeting is concluded and retaliation against witnesses who participated, or believed to have participated, in this investigation is prohibited and subject to discipline.
- State the State of Wisconsin provides an Employee Assistance Program. Provide vendor web address, the phone number, or provide a brochure.
- Inform the employee they will be notified after the information is reviewed and a final decision is made.



## EMPLOYEE INVESTIGATION REPORTS FINAL CONCLUSION

**INSTRUCTIONS:** To be completed by Human Resources staff. Provide the final conclusion below. Attach all supporting documentation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Marczewski, Ethan	JOB TITLE OR CLASSIFICATION Supervising Officer 1	INCIDENT DATE(s): Unknown
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**PRIOR DISCIPLINES AND / OR NOTICE** (job instruction, Letter of Expectation, etc.)

Effective Date	Description & work rules (if applicable)	Disposition

**DESCRIPTION OF FINAL CONCLUSION:**  
 Unit: CCI  
 Seniority: 1/24/16  
 On 02/11/21, CO Ashley Suprise reported allegations of harassment and retaliation by Lt. Ethan Marczewski. She stated she felt forced into participating in sexually flirtatious emails with Lt. Marczewski, as well as engaging in sexual activity with him outside of work. She also reported that he was retaliating against her.

Specifically, she indicated that between 12/2- 12/22/21, she was employed as a Support Officer. She indicated Lt. Marczewski intentionally requested others to assist in situations at work, instead of her. She noted that when she worked with other supervisors, she was chosen to assist others during this time period. In another incident, in October 2020, she indicated that she and Sergeant Eric Fox called supervisors for assistance when a PIOC was making sexually inappropriate statements/ gestures to her and refused to lock-in. She indicated the Lieutenant failed to respond to this concern as a form of retaliation. CO2 Eric Fox indicated he recalled this incident. He stated he contacted the Lieutenant only for advice and that the Lt was busy with other duties that night.

In addition, CO Suprise indicated that Lt. Marczewski engaged in sexually inappropriate conversations with her at work. She described one conversation that involved her talking about mowing and filling holes in her lawn. She explained that this topic turned into a sexually inappropriate conversation with the Lieutenant. She indicated she did not want to participate and felt harassed by him. On Thanksgiving, she indicated she invited him to her home for a sexual encounter in effort to stop the harassment.

In an email search, it was discovered that Lt. Marczewski and CO Suprise engaged in numerous inappropriate email exchanges with each other at work. The emails were flirtatious and sexually suggestive in nature. The content included profanity and the Lieutenant referred to himself as "this nigga".

Lt. Marczewski denied retaliation in each of the incidents described by CO Surprise, above. Additionally, the Lieutenant denies being involved in a relationship with CO Surprise outside of work and stated they did not have a romantic, dating, or sexual relationship. However, when asked if he ever made sexually suggestive comments towards Ashley Suprise at work, in person and in email, he stated that he did. He admits to making poor decisions in work emails and to a conversation on facebook leading up to and after a sexual encounter with her. However, he clarified that he was not harassing CO Surprise, but explained that they were flirting.

2. Failure to comply with written agency policies or procedures.  
 14. Intimidating, interfering with, harassing, demeaning, treating discourteously, or bullying; or using profane or abusive language in dealing with others.  
 Serious Acts of Misconduct  
 1. While on duty, harassing a person.

COMPLETED BY: MReimer

DATE: 04/23/21



## EMPLOYEE INVESTIGATION REPORTS INVESTIGATIONS INVOLVING CRIMINAL MATTERS

**INSTRUCTIONS:** HR determines appropriate option below. Investigator will read designated option aloud to employee prior to conducting the investigatory interview and obtain appropriate signatures.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.)  
Marczewski, Ethan

JOB TITLE OR CLASSIFICATION  
Supervising Officer 1

Investigations into conduct which may constitute a crime as well as a dischargeable offense, neither a public employee's statements nor refusal to answer will be allowed as grounds for discharge where he or she is required to answer the questions, unless the employee has been warned that their statements cannot be used against him or her in criminal proceedings.

### CHECK ONE OPTION BELOW

#### NOTICE OF RIGHTS

This is an administrative investigatory interview. Staff has the right to personal representation. The results of this interview will be used for employment purposes. This is not a criminal investigation but since the work rules prohibit illegal conduct, inquiry into illegal acts may be pursued to determine whether there has been a work rule violation. The charges involved here are serious and may involve future criminal charges.

- Require answers from the employee:**  
You are required to answer all questions truthfully and completely to the best of your ability. If you refuse to answer, you may be disciplined for that refusal, in addition to any other discipline which may be imposed for other misconduct. Any information or evidence you furnish in response to questions asked of you during this interview, or any information or evidence which is gained by reason of your answers, may not be used against you in criminal proceedings.
- Employee's choice to remain silent or answer questions:**  
This is not a criminal investigation, but inquiry into illegal acts might be pursued to determine whether there has been a work rule violation. The allegation(s) involved here are serious and may involve future criminal charges. Management is not going to require you to make any statement or answer any questions at this time. Therefore, if any answer or statement you give during this interview could be self-incriminating, it could be used against you in a criminal prosecution. If you choose not to answer questions or make a statement, management will make a decision based on those facts and sources of information available to it.

SUBJECT OF INVESTIGATION SIGNATURE

DATE SIGNED:

PRINT/TYPE INVESTIGATOR NAME (Last Name, First Name of each)



## EMPLOYEE INVESTIGATION REPORTS EVIDENCE LOG

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Marczewski, Ethan	JOB TITLE OR CLASSIFICATION Supervising Officer 1	INCIDENT DATE(s): Unknown
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EXHIBIT NUMBER	DESCRIPTION
1	Marczewski Admin leave
2	October 2020 Intake
3	October 2020 Intake Follow-up Email
4	May 2020 Intake
5	Suprise June 2020 PPD
6	ED 5
7	Marczewski February 2021 Intake
8	Suprise Predisciplinary Meeting
9	2119 Computer Account Investigation
10	CCI Investigation general emails
11	Conduct Report PIOC [REDACTED] [REDACTED] [REDACTED]
12	Ashley Suprise Notice
13	Ryan Blount Witness Notice
14	Jasan Chatman Witness Notice
15	Kevin Pitzen Witness Notice
16	Eric Fox Witness Notice
17	Ethan Marczewski Subject Notice
18	Ashley Suprise Screenshots
19	Emails Between Marczewski and Suprise
20	Emails Between Marczewski and Suprise
21	Emails Between Marczewski and Suprise
22	Emails Between Marczewski and Suprise
23	Emails Between Marczewski and Suprise
24	Emails Between Marczewski and Suprise
25	Emails Between Marczewski and Suprise
26	ED 50
27	Ashley Suprise Facebook Post
28	15807C Ryan Blount
29	15807C Kevin Pitzen
30	15807C Jason Chatman
31	15807C Ashley Suprise





# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

3/11/2021

Jason Chatman  
Supervising Officer 2  
CCI

Email / Phone

Dear Mr. Chatman:

This is to notify you that you are directed to appear at an investigatory meeting concerning inappropriate/harassing statements and comments reportedly made by Ethan Marczewski. You have been identified as a witness in this matter. The meeting has been scheduled for:

DATE: 3/15/2021  
TIME: 3:00pm  
LOCATION: Phone conference, Please call [REDACTED]

Veva Calderon will be joining me in this interview. You must answer management's questions truthfully and thoroughly. You will be allowed to have a personal representative during this meeting. If you choose to select a personal representative, please notify me of your choice no later than 3/15/2021. It will be your responsibility to inform your personal representative of the date and time of this meeting. Please note that this interview will be audibly recorded.

This process can be stressful. We have peer supporters that can check-in with you during and after this process. The investigation will continue to remain confidential. Peer supporters are available for you to contact or if you prefer, your human resources department can have one of them follow-up with you. A list of the peer supporters is included with this notice.

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, (833) 539-7285, or visit <https://sowi.mylifeexpert.com>, use: [REDACTED] as the username.

If you have any questions or concerns regarding the employee investigation process, please contact your Human Resources Department.

Sincerely,

Matthew Polsin  
Corrections Investigator  
(608) 220-8295

cc: Supervisor  
Human Resources  
Investigation File



# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

3/11/2021

Kevin Pitzen  
Supervising Officer 2  
CCI

Email / Phone

Dear Mr. Pitzen:

This is to notify you that you are directed to appear at an investigatory meeting concerning inappropriate/harassing statements and comments reportedly made by Ethan Marczewski. You have been identified as a witness in this matter. The meeting has been scheduled for:

DATE: 3/15/2021  
TIME: 10:00am  
LOCATION: Phone conference, Please call [REDACTED]

Veva Calderon will be joining me in this interview. You must answer management's questions truthfully and thoroughly. You will be allowed to have a personal representative during this meeting. If you choose to select a personal representative, please notify me of your choice no later than 3/15/2021. It will be your responsibility to inform your personal representative of the date and time of this meeting. Please note that this interview will be audibly recorded.

This process can be stressful. We have peer supporters that can check-in with you during and after this process. The investigation will continue to remain confidential. Peer supporters are available for you to contact or if you prefer, your human resources department can have one of them follow-up with you. A list of the peer supporters is included with this notice.

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, (833) 539-7285, or visit <https://sowi.mylifeexpert.com>, use: [REDACTED] as the username.

If you have any questions or concerns regarding the employee investigation process, please contact your Human Resources Department.

Sincerely,

Matthew Polsin  
Corrections Investigator  
(608) 220-8295

cc: Supervisor  
Human Resources  
Investigation File



# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

3/22/2021

Eric Fox  
Corrections Sergeant  
CCI

Email Delivery

Dear Mr. Fox:

This is to notify you that you are directed to appear at an investigatory meeting concerning an incident with PIOC [REDACTED] on 10/23/2020. This meeting will also discuss conversations and interactions between Ethan Marczewski and Ashely Suprise. You have been identified as a witness in this matter. The meeting has been scheduled for:

DATE: 3/24/2021  
TIME: 2:30pm  
LOCATION: Phone conference, Please call [REDACTED]

Veva Calderon will be joining me in this interview. You must answer management's questions truthfully and thoroughly. You will be allowed to have a personal representative during this meeting. If you choose to select a personal representative, please notify me of your choice no later than 3/24/2021. It will be your responsibility to inform your personal representative of the date and time of this meeting. Please note that this interview will be audibly recorded.

This process can be stressful. We have peer supporters that can check-in with you during and after this process. The investigation will continue to remain confidential. Peer supporters are available for you to contact or if you prefer, your human resources department can have one of them follow-up with you. A list of the peer supporters is included with this notice.

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, (833) 539-7285, or visit <https://sowi.mylifeexpert.com>, use: [REDACTED] as the username.

If you have any questions or concerns regarding the employee investigation process, please contact your Human Resources Department.

Sincerely,

Matthew Polsin  
Corrections Investigator  
(608) 220-8295

cc: Supervisor  
Human Resources  
Investigation File





# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

3/24/2021

Ethan Marczewski  
Supervising Officer 1  
CCI

Email/Phone

Dear Mr. Marczewski:

This is to notify you that you are directed to appear at an investigatory meeting concerning allegations of inappropriate/harassing statements, actions, and emails made by Ethan Marczewski. This investigation will also discuss an incident with PIOC [REDACTED] [REDACTED] [REDACTED] on 10/23/2020. The meeting has been scheduled for:

DATE: 3/25/2021

TIME: 9:00am

LOCATION: Phone Conference. Please call [REDACTED]

This meeting will also use the Zoom Platform. You will not need to share video or audio. We will conducting the meeting by phone and will later join Zoom for document sharing/review. The Zoom meeting link will be sent in the email this notice is attached to. If you choose to have a personal representative, you will need to forward that link to the representative.

Veva Calderon will be joining me in this interview. You must answer management's questions truthfully and thoroughly. You will be allowed to have a personal representative during this meeting. If you choose to select a personal representative, please notify me of your choice no later than 3/25/2021. It will be your responsibility to inform your personal representative of the date and time of this meeting. Please note that this interview will be audibly recorded.

This process can be stressful. We have peer supporters that can check-in with you during and after this process. The investigation will continue to remain confidential. Peer supporters are available for you to contact or if you prefer, your human resources department can have one of them follow-up with you. A list of the peer supporters is included with this notice.

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, (833) 539-7285, or visit <https://sowi.mylifeexpert.com>, use: [REDACTED] as the username.

If you have any questions or concerns regarding the employee investigation process, please contact your Human Resources Department.

Sincerely,

Matthew Polsin  
Corrections Investigator  
(608) 220-8295

cc: Supervisor  
Human Resources  
Investigation File

**Archived:** Wednesday, November 26, 2025 2:08:22 PM

**From:** [REDACTED]

**Mail received time:** Wed, 10 Mar 2021 17:03:40

**Sent:** Wed, 10 Mar 2021 11:01:18

**To:** [Polsin, Matthew T - DOC](#)

**Subject:** Re: Notice Attached

**Importance:** Normal

**Sensitivity:** None

**Attachments:**

[image0.png](#); [image1.png](#); [image2.jpeg](#); [image3.jpeg](#); [image4.jpeg](#); [image5.jpeg](#); [image6.jpeg](#); [image7.jpeg](#); [image8.png](#); [image9.png](#); [image10.png](#); [image11.png](#); [image12.png](#); [image13.png](#);

---

This is the best I could find in my phone of screenshots. It was the [REDACTED] email but I have included those shots.

=====

Sent from my iPhone

On Mar 9, 2021, at 9:11 AM, Polsin, Matthew T - DOC <Matthew.Polsin@wisconsin.gov> wrote:

📎  
Thanks for the response. And no worries. We will start the call promptly at 9am tomorrow on the conference line.

Take care,

**Matthew Polsin**  
Corrections Investigator, Internal Affairs Office  
Wisconsin Department of Corrections  
3099 E Washington Ave.  
Madison, WI 53704  
(608) 220-8295  
[Matthew.polsin@wisconsin.gov](mailto:Matthew.polsin@wisconsin.gov)

---

**From:** Ashley Suprise [mailto:[REDACTED]]  
**Sent:** Tuesday, March 9, 2021 9:07 AM  
**To:** Polsin, Matthew T - DOC <Matthew.Polsin@wisconsin.gov>  
**Subject:** Re: Notice Attached

Received thank you. I would like to apologize Again for the beginning of the call. I thought they were trying to mess with me more. And [REDACTED] has definitely taken a toll and I have been in between [REDACTED] everyday.

Tomorrow at 9 and My rep will be there. I spoke with Ms Healey and it is arranged.

Thank you again.

Sent from my iPhone

On Mar 9, 2021, at 8:23 AM, Polsin, Matthew T - DOC <[Matthew.Polsin@wisconsin.gov](mailto:Matthew.Polsin@wisconsin.gov)> wrote:



Hi Ashley,

Here is the notice for tomorrow's 9:00am phone conference. Further detail/instructions are included in the notice. In regards to your concerns about arranging with your personal rep/location for the two of you to meet, I encourage you to reach out to Erica Healey your local HR Director. I have CC'd her to this email as well. Please confirm res

**Matthew Polsin**

Corrections Investigator, Internal Affairs Office  
Wisconsin Department of Corrections  
3099 E Washington Ave.  
Madison, WI 53704  
(608) 220-8295  
[Matthew.polsin@wisconsin.gov](mailto:Matthew.polsin@wisconsin.gov)

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<Ashley Suprise Notice.docx>

<EAP Brochure.pdf>

<Peer+supporters+2021.pdf>

**Archived:** Wednesday, November 26, 2025 2:08:42 PM  
**From:** [Suprise, Ashley N - DOC](#)  
**Mail received time:** Thu, 25 Mar 2021 19:42:36  
**Sent:** Wed, 19 Aug 2020 11:09:29  
**To:** [Marczewski, Ethan D - DOC](#) [Marczewski, Ethan D - DOC](#)  
**Subject:** RE: Visiting, Tuesday, August 18, 2020  
**Importance:** Normal  
**Sensitivity:** None

---

Like atleast three good songs

The taco is much better when its fresh and hot

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Wednesday, August 19, 2020 5:49 AM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

I ate the taco you gave me. Not my fault you gave me the wrong one.

Kane Brown has one or two good songs.

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Wednesday, August 19, 2020 5:48 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Did you really eat my taco thou

Come on thou u gotta admit kane brown

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Wednesday, August 19, 2020 5:46 AM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

I do not like Brantley gilbert at all. He's a tool.

And they might cost one banana show. And I ate your taco.

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Wednesday, August 19, 2020 5:44 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020  
My Lmao m good sy bad. I am more of a Kane Brown / Brantley Gilbert

They cost a banana?

---

**From:** Marczewski, Ethan D - DOC

**Sent:** Wednesday, August 19, 2020 4:08 AM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

\*Jason Aldean

And a helicopter ride ain't free ya know

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Wednesday, August 19, 2020 3:21 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

That Jason aldy song just came on hahaha

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Wednesday, August 19, 2020 3:13 AM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Well if I would've known that. Guess I'll have to be more prepared next time. And you'll have to lock the bubble and the front door

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Wednesday, August 19, 2020 3:12 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Swing your partner round and round

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Wednesday, August 19, 2020 3:11 AM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Just now???

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Wednesday, August 19, 2020 3:10 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

I was waiting for the helicopter or something.. lmao

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Wednesday, August 19, 2020 1:11 AM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Sorry, you'll just have to see that in person.

***Lt. Marczewski, Ethan***

**Columbia Correctional Institution**  
**608-742-9100 ext. 9238**

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Wednesday, August 19, 2020 1:09 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Lmao do share

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Wednesday, August 19, 2020 12:57 AM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

That can be arranged. Ive done worse things

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Tuesday, August 18, 2020 11:39 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

ONLY and only if you can do the helicopter is it appropriate to wear a kwik trip belt buckle

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Tuesday, August 18, 2020 11:09 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

So if I got a belt buckle that said Kwik Trip on it? Or is that a little too kinky?

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Tuesday, August 18, 2020 11:05 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

I can't lmaooo... I don't even know how to come back from that pure genius wording ahhaghaha

Kwik trips bananas are amazing so is their banana cake. Js. I also inhale that in one bite too.

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Tuesday, August 18, 2020 10:52 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

This nigga....

I can and would. Or would like to I should say. If given the opportunity.

I can understand the aspiration to be banana cake, who doesn't like cake? Not a huge pudding fan, but I will try it.

---

**From:** Suprise, Ashley N - DOC

**Sent:** Tuesday, August 18, 2020 10:50 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Dawg, You remember it at 2 years old.. impressssssiveeeee

I mean they give joy in multiple ways. Or well could

They probably have other aspirations tooo... Banana cake, maybe they don't want to be boring... maybe they want to be banana pudding...

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Tuesday, August 18, 2020 10:40 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Noooooooooooooo I do remember the wazzzzzz upppppp thing quite clearly. #1992

And minions are the shit.

And I'm not sure if banana's have aspirations other than to be enjoyed and to give joy. Maybe they do? Your thoughts?

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Tuesday, August 18, 2020 10:37 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

I think the wazzzzz upppppppp thing was before you were born??? ;)

Lmao

A banana that gets ate or like Banananaaaaaa like the minions say. I mean it really depends on your aspirations and goals of when you are said banana

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Tuesday, August 18, 2020 10:27 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Yes. All of it. 2003 all day.

And how can I volunteer to be a banana?

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Tuesday, August 18, 2020 10:12 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

With their tongues hanging out and the "w" finger gesture????

---

**From:** Marczewski, Ethan D - DOC

**Sent:** Tuesday, August 18, 2020 8:47 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Next thing ya know, people will be saying “wazzzzzzzzuuuuuuuuuuuuup”

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Tuesday, August 18, 2020 8:45 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

You got it dude!

\*just died inside

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Tuesday, August 18, 2020 8:41 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Anything can be a catch phrase if you want it to be. #bringitback

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Tuesday, August 18, 2020 8:40 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Just died a little bit inside laughing, is that even still a catch phrase.

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Tuesday, August 18, 2020 8:20 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE: Visiting, Tuesday, August 18, 2020

Thanks dog

***Lt. Marczewski, Ethan  
Columbia Correctional Institution  
608-742-9100 ext. 9238***

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Tuesday, August 18, 2020 8:20 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** Visiting, Tuesday, August 18, 2020

Visiting Room

- 19 successful Zoom visits with a total of 31 visitors
- 5 No video's connected / unsuccessful zoom visits

**Archived:** Wednesday, November 26, 2025 2:08:47 PM

**From:** [Marczewski, Ethan D - DOC](#)

**Mail received time:** Thu, 25 Mar 2021 19:42:38

**Sent:** Mon, 7 Sep 2020 07:44:24

**To:** [Suprise, Ashley N - DOC](#)

**Subject:** RE:

**Importance:** Normal

**Sensitivity:** None

---

I wouldn't complain about it. Might even enjoy it.

---

**From:** Suprise, Ashley N - DOC

**Sent:** Monday, September 7, 2020 2:05 AM

**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>

**Subject:** Re:

Insert another word prior to that. But again. My humor

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---

**From:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>

**Sent:** Monday, September 7, 2020 2:04:04 AM

**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>

**Subject:** RE:

I wouldn't say dumpster but if that's what you prefer lol

---

**From:** Suprise, Ashley N - DOC

**Sent:** Monday, September 7, 2020 2:03 AM

**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>

**Subject:** Re:

Of\*\*^

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---

**From:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>

**Sent:** Monday, September 7, 2020 2:03:17 AM

**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>

**Subject:** Re:

Like a dumpster full if something

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---

**From:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>

**Sent:** Monday, September 7, 2020 2:02:52 AM

**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>

**Subject:** RE:

Gonna be full of something.

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Monday, September 7, 2020 2:02 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** Re:

Im full of them all

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---

**From:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Sent:** Monday, September 7, 2020 2:01:06 AM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

I'm full of jokes brahh, just not appropriate ones

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Monday, September 7, 2020 2:00 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** Re:

Lmao take a joke brahh. I been laughing so hard when I asked do you ski thou

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---

**From:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Sent:** Monday, September 7, 2020 1:58:51 AM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

Last name bruh.

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Monday, September 7, 2020 1:58 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** Re:

I do.....: Then why the "ski" in ur name ;)

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---

**From:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Sent:** Monday, September 7, 2020 1:57:04 AM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

Nope, used to snowboard. Do you ski?

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Monday, September 7, 2020 1:56 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** Re:

But do u ski?

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---

**From:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Sent:** Monday, September 7, 2020 1:52:59 AM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

It's ethan.ski

Not too hard to mess up.

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Monday, September 7, 2020 1:44 AM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** Re:

Lmao

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---

**From:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Sent:** Monday, September 7, 2020 12:26:11 AM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

Be pretty awkward if you just sent some random dude some nudies

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 10:55 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** Re:

Hope it was you i added lmao

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---

**From:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Sent:** Sunday, September 6, 2020 10:23:57 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** Re:

Mine definitely is and will shhhh ya. But I will also fatten ya up when I work 3rds

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---

**From:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Sent:** Sunday, September 6, 2020 10:21:32 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

Tacos are supposed to be pretty healthy though.

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 10:21 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** Re:

Maybeeeee.

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---

**From:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Sent:** Sunday, September 6, 2020 10:18:29 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

But you just fed me. You gonna try to fatten me up?

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 10:17 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** Re:

Feed u tacos duh

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---

**From:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Sent:** Sunday, September 6, 2020 9:49:01 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

How do you plan to do it?

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 9:45 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

Mmmmm okay bet

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 9:37 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

Make me.

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 9:34 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

Shhhhhhsush your mouth lmao

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 9:26 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

You are probably the same person

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 9:19 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

People find me hilarious I guess.. I dunnoo.. so I post a lot of the random shit that comes out of my mouth.. and then.. when I am out drinking... but we don't ever talk about drunk Ashley with sober Ashley... I don't even know her

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 9:17 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

I post nothing on my story, I'm boring lol I just work and take selfies.

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 9:16 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

I keep my messages private too lmao.....  
I post a lot on my story thou.. Usually entertaining after I have been out or been drinking all day  
I have not a lot but I don't have like 20 people either. Lmao but I am particular who I ad

OMG I think I still have dilly bars in the squad room.. this night needs to end

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 9:12 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

I don't add a lot of people and keep my messages private

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 9:04 PM

**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

So does Ethan Ski then??? Imao

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 8:54 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

Oh gotcha. Thought you had one clean one and one dirty one

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 8:51 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

No Imao I mix it up with Instagam

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 8:48 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

My snap is Ethan.ski

You have two?

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 8:19 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

Lmao hashtag?? That's your snap??

I think mine is either smashakiss or ashley666nicole

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 7:07 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

#nopantsdance

I have to send you my snap name? or specific photos of me on vacation?

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 6:26 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

I fell forward in the water and caught myself but couldn't get back up, and I was wearing loose shorts

DUHHHHHHHHH well youll have to send me yours

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 6:16 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

That's what snapchat is for duuuuuuuuh.

What makes it a "weird position?" Weird because you've never done it before?

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 6:15 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

Yes let me send those pics over work email bahah nottt

There is video of me while tubing in the dells we beached up on the shore as I tried to say I am Moses Jesus and took a stick trying to part the "sea"/river to separate my best friend from me because she was taking video of me laying on the shore yelling I am a beached whale.. and prior to that video I was in a weird position yelling some stuff.. that was just Sunday morning....

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 6:06 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

Pics or it didn't happen.

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 6:06 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

I just had A LOT OF FUN lol...

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 5:53 PM  
**To:** Surprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

I have a few ideas

---

**From:** Surprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 5:53 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

You literally have no idea

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 5:50 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

More wild than usual?

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 2:34 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:** RE:

Mee too... I went a lil wild on my vacay oppsie daisey

---

**From:** Marczewski, Ethan D - DOC  
**Sent:** Sunday, September 6, 2020 2:27 PM  
**To:** Suprise, Ashley N - DOC <[ashley.suprise@wisconsin.gov](mailto:ashley.suprise@wisconsin.gov)>  
**Subject:** RE:

Doubles all weekend. Gotta make some money

---

**From:** Suprise, Ashley N - DOC  
**Sent:** Sunday, September 6, 2020 2:15 PM  
**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>  
**Subject:**

You are working early today

**From:** [Marczewski, Ethan D - DOC](#)  
**Mail received time:** Thu, 25 Mar 2021 19:42:47  
**Sent:** Tue, 29 Sep 2020 08:49:28  
**To:** [REDACTED]  
**Subject:** RE: Thank you  
**Importance:** Normal  
**Sensitivity:** None  
**Archived:** Wednesday, November 26, 2025 2:08:52 PM

---

That depends on you

-----Original Message-----

From: Ashley Suprise [mailto:[REDACTED]]  
Sent: Tuesday, September 29, 2020 1:08 AM  
To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>  
Subject: Re: Thank you

Or early morning time ;p

Sent from my iPhone

> On Sep 28, 2020, at 11:35 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:  
>

> So we should be good then. You just have to have some alone time

>

> -----Original Message-----

> From: Ashley Suprise [mailto:[REDACTED]]  
> Sent: Monday, September 28, 2020 11:35 PM  
> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>  
> Subject: Re: Thank you

>

> Lmao so am I. Wtf hahah

>

> Sent from my iPhone

>

>> On Sep 28, 2020, at 10:40 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:

>>

>> I'm still young and full of energy.

>>

>>

>> -----Original Message-----

>> From: Ashley Suprise [mailto:[REDACTED]]  
>> Sent: Monday, September 28, 2020 10:17 PM  
>> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>  
>> Subject: Re: Thank you

>>

>> I think I can handle that!!!! Can you??

>>

>> Sent from my iPhone

>>

>>>> On Sep 28, 2020, at 10:12 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:

>>>>

>>> Guess you'll have to find some way to pay me back. Darn. Lol

>>>

>>> -----Original Message-----

>>> From: Ashley Suprise [mailto: ]

>>> Sent: Monday, September 28, 2020 10:08 PM

>>> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>

>>> Subject: Thank you

>>>

>>>

>>> Your the best. Worklound doesnt work and the indeavor shit stopped working too now and I always rely on that. When i dont. They always get me on my days off. Like Saturday. Lol. I owe youuuu big. thank you for looking :D

>>>

>>>

>>> Sent from my iPhone

>>> CONFIDENTIALITY NOTICE: This electronic mail transmission and any accompanying documents contain information belonging to the sender which may be confidential and legally privileged. This information is only for the use of the individual or entity to whom this electronic mail transmission was intended. If you are not the intended recipient, any disclosure, copying, distribution, or action taken in reliance on the contents of the information contained in this transmission is strictly prohibited. If you have received this transmission in error, please immediately contact the sender and delete the message. Thank you.

..

**From:** [Marczewski, Ethan D - DOC](#)  
**Mail received time:** Thu, 25 Mar 2021 19:43:01  
**Sent:** Tue, 29 Sep 2020 09:32:35  
**To:** [REDACTED]  
**Subject:** RE: Thank you  
**Importance:** Normal  
**Sensitivity:** None  
**Archived:** Wednesday, November 26, 2025 2:09:00 PM

---

The back ones are

-----Original Message-----

From: Ashley Suprise [mailto:[REDACTED]]  
Sent: Tuesday, September 29, 2020 1:43 AM  
To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>  
Subject: Re: Thank you

Your windows tinted 🟡 😂Hahaha

Sent from my iPhone

> On Sep 28, 2020, at 11:35 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:

>  
> So we should be good then. You just have to have some alone time

>  
> -----Original Message-----

> From: Ashley Suprise [mailto:[REDACTED]]  
> Sent: Monday, September 28, 2020 11:35 PM  
> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>  
> Subject: Re: Thank you

>  
> Lmao so am I. Wtf hahah

>  
> Sent from my iPhone

>> On Sep 28, 2020, at 10:40 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:

>>  
>> I'm still young and full of energy.

>>  
>> -----Original Message-----

>> From: Ashley Suprise [mailto:[REDACTED]]  
>> Sent: Monday, September 28, 2020 10:17 PM  
>> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>  
>> Subject: Re: Thank you

>>  
>> I think I can handle that!!!! Can you??

>>  
>> Sent from my iPhone

>>>> On Sep 28, 2020, at 10:12 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:

>>>>

>>> Guess you'll have to find some way to pay me back. Darn. Lol

>>>

>>> -----Original Message-----

>>> From: Ashley Suprise [mailto: ]

>>> Sent: Monday, September 28, 2020 10:08 PM

>>> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>

>>> Subject: Thank you

>>>

>>>

>>> Your the best. Worklound doesnt work and the indeavor shit stopped working too now and I always rely on that. When i dont. They always get me on my days off. Like Saturday. Lol. I owe youuuu big. thank you for looking :D

>>>

>>>

>>> Sent from my iPhone

>>> CONFIDENTIALITY NOTICE: This electronic mail transmission and any accompanying documents contain information belonging to the sender which may be confidential and legally privileged. This information is only for the use of the individual or entity to whom this electronic mail transmission was intended. If you are not the intended recipient, any disclosure, copying, distribution, or action taken in reliance on the contents of the information contained in this transmission is strictly prohibited. If you have received this transmission in error, please immediately contact the sender and delete the message. Thank you.

**Archived:** Wednesday, November 26, 2025 2:09:15 PM

**From:** [Suprise, Ashley N - DOC](#)

**Mail received time:** Thu, 25 Mar 2021 19:43:10

**Sent:** Sat, 3 Oct 2020 08:25:56

**To:** [Marczewski, Ethan D - DOC](#) [Marczewski, Ethan D - DOC](#)

**Subject:** RE:

**Importance:** Normal

**Sensitivity:** None

---

Im going to to need therapy and a different image in my head now

---

**From:** Marczewski, Ethan D - DOC

**Sent:** Friday, October 2, 2020 10:18 PM

**To:** Surprise, Ashley N - DOC <ashley.suprise@wisconsin.gov>

**Subject:** RE:

Hello stranger

---

**From:** Surprise, Ashley N - DOC

**Sent:** Friday, October 2, 2020 5:36 PM

**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>

**Subject:**

hiii

**From:** [REDACTED]  
**Mail received time:** Thu, 25 Mar 2021 19:43:20  
**Sent:** Wed, 25 Nov 2020 23:41:00  
**To:** [Marczewski, Ethan D - DOC](#)  
**Subject:** Re:  
**Importance:** Normal  
**Sensitivity:** None  
**Archived:** Wednesday, November 26, 2025 2:09:18 PM

---

But I have a late start morning

Sent from my iPhone

> On Nov 25, 2020, at 11:36 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:

>

> Shame you're not working tonight then

>

> -----Original Message-----

> From: Ashley Suprise [mailto:[REDACTED]]

> Sent: Wednesday, November 25, 2020 11:31 PM

> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>

> Subject: Re:

>

> Yes it is, That sounds reasonable.

>

> Sent from my iPhone

>

>> On Nov 25, 2020, at 11:27 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:

>>

>> Probably should.

>>

>> Your throat counts as a hole too right?

>>

>>

>> -----Original Message-----

>> From: Ashley Suprise [mailto:[REDACTED]]

>> Sent: Wednesday, November 25, 2020 11:26 PM

>> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>

>> Subject: Re:

>>

>> I think then we should push that fertilizer really deep using a pole slowly back and forth then fill that hole before flippn. That sounds like a hard solid plan

>>

>> Sent from my iPhone

>>

>>>> On Nov 25, 2020, at 11:12 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:

>>>>

>>>> I thought that was already the plan?

>>>>

>>>> -----Original Message-----

>>>> From: Ashley Suprise [mailto:ashley.rastopchin@gmail.com]

>>>> Sent: Wednesday, November 25, 2020 11:12 PM

>>> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>

>>> Subject: Re:

>>>

>>> Well if we are going to be that thorough you might as well pound that hole in my yard real well too

>>>

>>> Sent from my iPhone

>>>

>>>> On Nov 25, 2020, at 11:05 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:

>>>>

>>>> I suppose I could water it. But I think I have to fertilize it first? Then you flip it and toss it? That way the seed sticks in the ground

>>>>

>>>> -----Original Message-----

>>>> From: Ashley Suprise [mailto: ]

>>>> Sent: Wednesday, November 25, 2020 11:04 PM

>>>> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>

>>>> Subject: Re:

>>>>

>>>> Lmao well I assumed him too.

>>>>

>>>> Shouldnt you be watering my grass if I mow it?

>>>>

>>>> Sent from my iPhone

>>>>

>>>>> On Nov 25, 2020, at 10:57 PM, Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov> wrote:

>>>>>

>>>>> I would assume Bortz would like to have some thanksgiving dinner as well. He will be with me tomorrow night.

>>>>>

>>>>> Shouldn't you be mowing your grass?

>>>>>

>>>>>

>>>>> -----Original Message-----

>>>>> From: Ashley Suprise [mailto: ]

>>>>> Sent: Wednesday, November 25, 2020 10:16 PM

>>>>> To: Marczewski, Ethan D - DOC <Ethan.Marczewski@wisconsin.gov>

>>>>> Subject:

>>>>>

>>>>> So who is all doing this with us tomorrow. You, sully, rewey myself

>>>>>

>>>>> So I know how much to make lol

>>>>>

>>>>> Sent from my iPhone

>>>>> CONFIDENTIALITY NOTICE: This electronic mail transmission and any accompanying documents contain information belonging to the sender which may be confidential and legally privileged. This information is only for the use of the individual or entity to whom this electronic mail transmission was intended. If you are not the intended recipient, any disclosure, copying, distribution, or action taken in reliance on the contents of the information contained in this transmission is strictly prohibited. If you have received this transmission in error, please immediately contact the sender and delete the message. Thank you.

..

**Archived:** Wednesday, November 26, 2025 2:09:35 PM

**From:** [Suprise, Ashley N - DOC](#)

**Mail received time:** Thu, 25 Mar 2021 19:43:22

**Sent:** Sat, 3 Oct 2020 03:30:23

**To:** [Marczewski, Ethan D - DOC](#) [Marczewski, Ethan D - DOC](#)

**Subject:** RE:

**Importance:** Normal

**Sensitivity:** None

---

Actually do you want to be the stranger and give me some candy lmao.. I want a snickers bar.. my sweet tooth.

---

**From:** Marczewski, Ethan D - DOC

**Sent:** Friday, October 2, 2020 10:18 PM

**To:** Surprise, Ashley N - DOC <ashley.suprise@wisconsin.gov>

**Subject:** RE:

Hello stranger

---



**From:** Surprise, Ashley N - DOC

**Sent:** Friday, October 2, 2020 5:36 PM

**To:** Marczewski, Ethan D - DOC <[Ethan.Marczewski@wisconsin.gov](mailto:Ethan.Marczewski@wisconsin.gov)>

**Subject:**

hiii

<p style="text-align: center;">WISCONSIN DEPARTMENT OF CORRECTIONS</p>  <p style="text-align: center;">EXECUTIVE DIRECTIVES</p> <p>3099 E. Washington Ave. P.O.Box 7925 Madison, WI 53707-7925 (608) 240-5000</p>	Original Effective Date: March 4, 2003		New Effective Date: July 31, 2020
	Reference: Revised/Replaces ED 51		Date of Approval:  07-28-2020
	By:  		
	Owner: Division of Management Services, Bureau of Technology Management		

## EXECUTIVE DIRECTIVE # 50

**Subject: Guidelines for Appropriate Use of Department of Corrections Information Technology**

### I. Authority

The Secretary of the Department of Corrections (DOC), as the head of a principal administrative agency within the executive branch of Wisconsin state government, has the power and duty to issue an executive directive to plan, direct, coordinate and execute the functions vested in the agency in carrying out programs and policies within the limits established by the legislature under

s. 15.001 (1),  
s. 15.01 (5),  
s. 15.01 (8),  
s. 15.04 (1) (a) and  
s. 15.14, Wis. Stats.

References:

[Executive Directive 02 - Employee Discipline](#)  
[Executive Directive 11 - Records Management Program](#)  
[Executive Directive 35 - Confidentiality of Offender Health Information](#)  
[Executive Directive 43 - Work Rules](#)  
[Executive Directive 75 - Protecting Confidential Information](#)

### II. Background

The purpose of this Executive Directive is to provide direction in the appropriate use of department information technology resources.

### III. Definitions, Acronyms & References

“Administrative Network” means the password-protected, electronic communications interchange used by all DOC computers and mobile devices to access Wisconsin State email services and DOC-specific applications such as MyDOC and WICS.

“Authorized software” means electronic applications or tools that are certified for use on the DOC Administrative Network or the Offender Network acquired by DOC and supported by DOC BTM.

“BCE” means Bureau of Correctional Enterprises.

“BTM” means the DOC Bureau of Technology Management.

“DOC Enterprise Network” means the entire electronic infrastructure of DOC and the State of Wisconsin, including personal computers, laptops, digital cameras, telephones, smart phones, telephone systems, wires, cables, servers, routers, gateways and all virtual devices not specifically mentioned here.

“Employee” means a person employed by the State of Wisconsin, Department of Corrections in a classified or unclassified position or contractors. For purposes of this policy, employee is also applicable to interns and volunteers.

“Encryption” means the process of scrambling a message or data in order to prevent anyone other than the sender and intended recipient from reading it. Encryption may be hardware or software based. The term is used generally and collectively and does not refer to a specific method or algorithm.

“Freeware” means software that is normally fully functional with no expiration date without any cost to the user, monetary or otherwise. Freeware may include propriety software offered at no cost or monetary price.

“Forum” (also known as message forum or message board) means a public electronic communication system that allows users to send or read electronic messages, files, or data that is of general interest and addressed to no particular person. Formerly known as electronic bulletin board.

“Inmate” means a person incarcerated in a DOC facility.

“IT” means Information Technology.

“Juvenile” means a person under the supervision of the Division of Juvenile Corrections.

“Malicious code or virus” means programs that are designed to attach to other programs or files, are capable of copying themselves throughout a computer or computers, and disrupt operations.

“MyDOC” means the Department of Corrections intranet home page.

“News group” means a discussion group on the Internet that is similar to forums. Users are

presented with a summary of discussion topics and can select from an organized menu and sub-menu structure.

“Offender” means a person under the custody or supervision of the DOC, including juveniles, inmates, probationers, parolees or persons on extended supervision.

“Offender network” means any DOC IT network designated for use by offenders.

“Portable devices” means all portable computers, media, handheld computers, and communication devices, including but not limited to: mobile phones, USB Flash drive, portable hard drive, CDs and DVDs, and any other hybrid handheld communication devices on which state-owned information may be transmitted, saved, stored or recorded.

“Shareware” means propriety software that is provided to users without payment on trial or permanent basis and may be limited by a combination of functionality, availability or convenience.

“Social Media” means technologies that facilitate the creation and sharing of information, ideas, career interests, and other forms of expression via virtual communities and networks. Forms of social media outlets include, but are not limited to: Twitter, Facebook, Instagram, LinkedIn, Pinterest, Tumblr, and Reddit.

“Software” means computer instructions or data in the form of electronic applications, games or tools that run on a computer or mobile device using a central processing unit (CPU).

“Standard Email Signature” means a signature block containing the following information: name, title, division, work location, and contact information.

“Streaming Media” means audio or video content sent or received via the Internet bit by bit, usually in compressed form, with each bit played immediately, rather than being saved and played later. Streaming Media also refers to a category of websites which offer such content. Examples of these sites include, but are not limited to: YouTube, Netflix, Vimeo, Hulu, Pandora, Spotify, Sling TV, PlayStation Vue, etc.

“WICS” means Wisconsin Integrated Corrections System.

“Wi-Fi” means technology for wireless local area networking used by computers, portable devices, and the like.

“Wiki” means a website that allows collaborative editing of its content and structure by its users.

“USB Flash Drive” means a data storage device that includes flash memory and connects to other devices via a USB interface. Also referred to as a USB drive, USB stick, thumb drive, pen drive, jump drive, flash-drive or USB memory.

#### **IV. Scope**

This Executive Directive addresses the use of state-owned IT equipment and resources.

## **V. Policy**

### **A. Use of the DOC Administrative Network**

The DOC Administrative Network is intended for business purposes and to facilitate access to information and communication. All IT resources, hardware, software, applications, and data, including email and internet access, are the property of the DOC and the responsibility of the State of Wisconsin Department of Administration Division of Enterprise Technology and DOC BTM.

All Computer systems, including email, Internet access, and communications transmitted by, received from or stored in these systems are DOC records and the property of DOC. If employees are assigned the use or possession of DOC equipment, they shall comply with all policies and procedures governing the use and maintenance of the equipment. Employees shall have no expectation of privacy or confidentiality regarding the use of any IT resources.

Users shall not use any application, of any type, which was provided based on their specific job duties, for any purpose other than the original intent without prior explicit permission from the Division Administrator or Deputy Secretary. All DOC administrative network computers have been set to automatically lock the device within five (5) minutes of inactivity. This protocol is installed for purposes of security and shall not be interfered with by a user.

Employees are permitted limited personal use of DOC owned networks, devices and computer systems within the limitations of this policy. Personal use must be infrequent, incidental and may not interfere with an employee's job responsibilities.

Employees may use work appropriate personal photos as computer wallpaper and screen savers. Photos deemed offensive or otherwise in violation of DOC work rules or Executive Directives, at the direction of management, shall be removed.

### **B. Monitoring**

The DOC reserves the right to monitor all technology usage and to access, retrieve, confiscate or delete any personal or business-related items (i.e. files, programs, games or software) stored, created, received or sent on DOC systems at any time, without prior notice, for any reason and without the permission of the employee. Employees are prohibited from using DOC hardware and software to engage in illegal or fraudulent activity and may be subject to civil and criminal liability. DOC will cooperate fully with any investigation of illegal or fraudulent activity.

### **C. Legal**

All IT resources including computers, portable media devices, applications, email,

texts, data and files are the property of DOC and are subject to the Public Records law. Copyright laws must be adhered to.

**D. Portable Devices**

BTM approved portable devices, used for official business, are allowed as part of an employee's job responsibilities. Supervisor approval is required for any data of a confidential nature to be carried outside the DOC workplace on a portable device. The device must be encrypted with a DOC-approved system.

**E. Offenders**

Offenders shall not be allowed access to the administrative network. They may access any offender network for authorized purposes such as education, law library, BCE, kiosks, jobnet, etc.

**F. Employee Awareness**

Employees bear responsibility for the use of their network accounts. Employees are responsible to report unauthorized use of their accounts.

**G. Storage**

Employees shall only use DOC-designated or approved network drives or portable devices to store information and data.

**VI. Procedure**

Violations of this policy are governed by Executive Directive #43 – Work Rules. BTM is the only entity to authorize the installation of software on DOC equipment. Only software acquired by or licensed to DOC may be used on DOC hardware. There is an exception for DOC-provided smartphones.

**VII. Prohibited Activities**

**A. Harmfully Impacting to the Department**

1. Interfering with DOC operations that could cause harm or defamation to the agency or its employees and negatively affect productivity.
2. Using electronic media that may violate any DOC policy, negatively impact the workplace, or defame DOC or its employees. This includes information which is considered proprietary or confidential in nature.
3. Using the DOC logo for personal use or gain.
4. DOC policies on harassment based on protected status, information security, and workplace violence fully apply to DOC computer systems

**B. Engaging in Activities Inappropriate for the Workplace**

1. Maintaining, displaying or sharing sexually explicit, offensive, or derogatory material, including but not limited to: photographs, documents, videos, etcetera for non-business purposes.
  2. Engaging in illegal or fraudulent activity using DOC hardware or software..
  3. Using profanity or vulgarity in email and/or text messaging.
  4. Using pseudonyms, anonymity and impersonations during the use of DOC computer resources. This does not include modifications of formal names ("Bill" instead of "William").
  5. Using non DOC organizational affiliations or endorsements in email signatures.
  6. Using stationary other than the standard white background with no decoration or elaboration on emails.
  7. Using DOC equipment to reproduce, in any manner, software including freeware or shareware.
- C. Engaging in Non-Work Related Activities
1. Engaging in activities on behalf of organizations with no professional, governmental, or business affiliation with DOC.
  2. Conducting political activity using DOC computer resources.
  3. Using a DOC Network to participate in or access any of the following without prior authorization:
    - a) Any social media, electronic bulletin board, or other type of discussion forum.
    - b) Any email account outside of the State Enterprise network, social media, personal messaging or texting service, or streaming services.
  4. Distributing or storing chain letters, solicitations or offers to buy or sell goods, or other non-business material of a trivial or frivolous nature.
  5. Except for business purposes such as training, using the Internet to stream services, music, radio broadcasts, and video clips or for loading any continuous feeds (for example, stock market updates, weather updates, etc.)
  6. Storing or saving personal information on DOC laptops, workstations, and servers such as documents or messages.
  7. Except for limited personal use as permitted by this Executive Directive, downloading or storing files on DOC laptops, workstations, and servers that do not have a legitimate business purpose.
  8. Except with express permission of the Secretary, creating or posting social media, web comments, statements or information on behalf of the department or using department resources.
  9. Use of or accessing distribution lists for any purpose other than approved or legitimate work activity.
- D. Circumventing Security Protocols
1. Deliberately attempting to degrade or disrupt system performance of DOC networks or any other computer system or network or by spreading malicious code.
  2. Distributing DOC information via the Internet, email, flash drive or any other medium to any unauthorized individual, agency or other entity within ~~our~~ or outside of DOC
  3. Disclosing without authorization confidential information regarding offenders or

employees, unless the sharing of confidential information is required to perform an assigned job duty. Confidential information includes but is not limited to: health information, Social Security number, personally identifiable information.

4. Attempting to test, circumvent, or defeat security or audit systems or store software intended for this purpose. This includes using or storing unapproved encryption software or software designed to circumvent security systems (hacking or cracking software) without written approval from DOC management.
  5. Automating any login or password process, unless the software allows for this or is approved by BTM Management.
  6. Sharing user passwords, including personal, application, or network passwords. Individual users are responsible for the security of their password.
  7. Permitting any unauthorized individual to access DOC computers, networks or systems.
  8. Using administrative passwords to gain access to any workstation, server, or data folder beyond those specifically assigned according to the user's job responsibilities.
- E. Using Unauthorized Equipment, Systems, or Services
1. Setting up networks without DOC management approval.
  2. Using cloud data storage or file sharing programs not previously authorized by BTM.
  3. Modifying computer laptops, workstations or servers except by BTM.
  4. Using unauthorized software or hardware.
  5. Installing software from any medium without division approval.
  6. Creating, downloading, loading, or storing software, shareware, freeware, games and entertainment software for use on DOC laptops, workstations or servers.

Any questions regarding what may be considered inappropriate use or prohibited activity should be brought to the employee's supervisor or Human Resources representative.

#### **VIII. Access, Confiscation, Search or Denial of Employee Access to DOC IT Resources**

- A. A Division Administrator or the Deputy Secretary may grant authorization for a limited review of an employee's IT resources to locate information for an appropriate business purpose (for example, an employee is absent and there is a legitimate business need to locate a document). This review is not a work rule violation investigation but a business need for data.
- B. A Division Administrator or the Deputy Secretary may authorize a computer investigation when sufficient information is presented to warrant the review in accordance with separately established DOC procedure.
- C. A user's IT resources such as a home directory, software, system utilities, devices, computer, email account or hardware may be confiscated or searched. An employee may be denied access to IT resources with an approved request from a Division Administrator or the Deputy Secretary. This request must show that there is reasonable cause to believe that there has been a violation of Department policy relating to the use of the IT resources or another work rule violation. Violations may result in disciplinary action up to and including termination.

Archived: Wednesday, November 26, 2025 2:09:39 PM

From: [REDACTED]

Mail received time: Fri, 12 Mar 2021 18:34:52

Sent: Fri, 12 Mar 2021 12:34:07

To: [Polsin, Matthew T - DOC](#)

Subject: Re: Notice Attached

Importance: Normal

Sensitivity: None

Attachments:

[image0.jpeg](#);

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Per our phone conversation on Thursday, March 11th, 2021, please see attached screenshot from my Facebook post on December 22, 2020 as referenced in my interview question. At the time of the interview I was unable to recall a post you were speaking of because I would not post something about being terminated as it was referenced or anything directly related to my job in that matter. I had searched to locate the post as to give you the correct wording of the post.

My post was NOT in reference to Ethan Marczewski. I was not going to come forward because of humiliation and knew that it would be wiped under the table. I had been greatly effected by the entire situation that Between Thanksgiving and Dec. 22nd I had several [REDACTED] including Sgt Parenteau who also is my representative. I was encouraged to come forward by a [REDACTED] I made a decision to come forward during my first pre-disciplinary after I was in trouble for conduct regarding him and the rest of the truth needed to be told. I went into a downward spiral after I came forward, scared of retaliation and that he would show up to my home and harm my children and I. I had a [REDACTED] breakdown.

Thank you

Ashley Surprise

□

Sent from my iPhone

On Mar 9, 2021, at 8:23 AM, Polsin, Matthew T - DOC <Matthew.Polsin@wisconsin.gov> wrote:

📧

Hi Ashley,

Here is the notice for tomorrow's 9:00am phone conference. Further detail/instructions are included in the notice. In regards to your concerns about arranging with your personal rep/location for the two of you to meet, I encourage you to reach out to Erica Healey your local HR Director. I have CC'd her to this email as well. Please confirm res

**Matthew Polsin**

Corrections Investigator, Internal Affairs Office

Wisconsin Department of Corrections

3099 E Washington Ave.

Madison, WI 53704

(608) 220-8295

Matthew.polsin@wisconsin.gov

CONFIDENTIALITY NOTICE: This electronic mail transmission and any accompanying documents contain information belonging to the sender which may be confidential and legally privileged. This information is only for the use of the individual or entity to whom this electronic mail transmission was intended. If you are not the intended recipient, any disclosure, copying, distribution, or action taken in reliance on the contents of the information contained in this transmission is strictly prohibited. If you have received this transmission in error, please immediately contact the sender and delete the message. Thank you.

<Ashley Suprise Notice.docx>

<EAP Brochure.pdf>

<Peer+supporters+2021.pdf>



## EMPLOYEE INVESTIGATION REPORTS INVESTIGATORY INTERVIEW

**INVESTIGATOR INSTRUCTIONS:** Document the content of an investigatory meeting with an individual interviewed as part of an employee investigation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Ethan Marczewski			INCIDENT DATE Various	
NAME OF INTERVIEWEE (Last Name, First Name, M.I.) Blount, Ryan	JOB CLASSIFICATION Security Director	INTERVIEWEE STATUS <input type="checkbox"/> Subject <input checked="" type="checkbox"/> Witness	INTERVIEW DATE 3/23/2021	TIME 11:06am
REPRESENTATIVE PRESENT (Last Name, First Name) None	INVESTIGATORS NAMES (Last Name, First Name) Polsin, Matthew Caldron, Veva			

REVIEW EACH OF THE FOLLOWING STEPS AS INDICATED WITH THE EMPLOYEE AND CHECK EACH BOX UPON COMPLETION

- FOR WITNESS INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING:
- Inform the employee the purpose of the meeting is to investigate allegations of misconduct in the workplace
  - State they are required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability; and if they refuse to answer they may be disciplined for that refusal.
  - Ask if they have any questions before beginning.
- FOR SUBJECT INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:
- Inform the employee the purpose of the meeting is to investigate.
  - State no decision will be made until all the facts of the investigation are considered.
  - State the employee is required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability; and if they refuse to answer they may be disciplined for that refusal in addition to any other discipline, which may be imposed for other conduct.
  - As appropriate, state either:
    - These proceedings will be recorded. You are entitled to receive a copy of the recording made during the meeting. OR
    - These proceedings are not to be recorded. If it is found you have recorded this meeting, you will be in violation of work rule 11, which prohibits unauthorized recording.
  - (FOR SUBJECT WITHOUT A REP) Remind the subject the investigatory meeting notice included the right to have a representative; since one is not present, you assume they would like to proceed without one and note it in the REPRESENTATIVE PRESENT box above.
  - Ask if they have any questions about these guidelines before beginning.
- For potential criminal investigations – read and complete form DOA-15807-G – Investigations Involving Criminal Matters (Garrity / Oddsen Warning)

**CONTENT OF INTERVIEW** – Interviews and notes are conducted in Question and Answer format.

A phone interview with security director Ryan Blount was conducted on 3/23/2021. No breaks. No personal rep. This interview began at 11:01 am and ended at 11:06am

Q1: For identification purposes on the recording please state your name, title, and work location.

A1: Ryan Blount. I am a security director at Columbia Correctional Institution.

Q2: Okay and how long have you been the security director at Columbia?

A2: Seven months.

Q3: Okay and what I am calling specifically about um is sort of a generalized question in regards to what um sergeants have um or have the um or lieutenants have the ability to use at their discretion. If there is a support officer um assigned um as support that day um what discretion would a lieutenant have in terms of placing people um in support roles that day?

A3: Total discretion is really up to them where they want them to be and when they want them to be there.

Q4: Okay. Is there any policy that would align like you know let's say there are several supports or movement is there a sort of a criteria at all or is it just free for them to do as they see fit?

A4: It's free for them to do as they see as fit. Some supports will have ah or have duties already assigned as part of their post order so supervisors might have to be cognizant of that but for the most part a support staff member is basically a utility staff that can be assigned when and where the white shirts need them or supervisors need them.

Q5: Okay and would there be any way let's say if a staff member was making allegations that a lieutenant was choosing other staff instead of them for support officer post. Would there be a way to really look into that further at all in your opinion besides it just being discretion?

A5: I can't think of a way, I have been in and around supervision for 17 years I mean um certain staff are utilized more than others based on their I mean and it's not specific to a person based on their competency, ah their background, their experience you might as a supervisor lean heavily on one person's working tonight over another based on knowing whether that person can, how much supervision the first person is gonna need versus the second person to accomplish that same goal, so really I don't know how you look into that um I hope that answers your question.

Q6: It does. More directly has Ashley Surprise ever made any statements to you or have you ever received any information that Ashley Surprise felt like Ethan Marczewski was not choosing her over other staff for support officer post roles?

A6: She never came to me directly about it; I can count on one hand I mean conversations that I ever had with Ms. Surprise. I was made aware of her allegations but that was during an investigation coz I am part of the investigation committee here or the discipline committee so I that's when I was made aware of it ah and these allegations were made prior to my time here at Columbia.

Q7: Veva do you have any follow up?

A7 Calderon: Um no I don't thank you.

Q8: Okay. Anything else in regards to what we asked about Mr. Blount?

A8: Not that I can think of.

Interview Ends at 11:06am

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CLOSE THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:

FOR WITNESS INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- Thank them for answering questions
- Request the employee keep the information discussed confidential. This is a request only and not a directive.

FOR SUBJECT INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- State we are concluding the meeting; retaliation against witnesses because they participated, or you believe they participated, in this investigation is prohibited and subject to discipline.
- Inform the employee the State of Wisconsin provides an Employee Assistance Program. Provide the vendor web address, phone number, or provide a brochure.
- state the employee will be notified of the next steps in the process after the information is reviewed
- Request the employee keep the information discussed confidential. This is a request only and not a directive.



## EMPLOYEE INVESTIGATION REPORTS INVESTIGATORY INTERVIEW

**INVESTIGATOR INSTRUCTIONS:** Document the content of an investigatory meeting with an individual interviewed as part of an employee investigation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Marczewski, Ethan			INCIDENT DATE 3/29/2021	
NAME OF INTERVIEWEE (Last Name, First Name, M.I.) Pitzen, Kevin	JOB CLASSIFICATION Supervising Officer 2	INTERVIEWEE STATUS <input type="checkbox"/> Subject <input checked="" type="checkbox"/> Witness	INTERVIEW DATE 3/15/2021	TIME 10:09am
REPRESENTATIVE PRESENT (Last Name, First Name) None	INVESTIGATORS NAMES (Last Name, First Name) Polsin, Matthew Caldeorn, Veva			

REVIEW EACH OF THE FOLLOWING STEPS AS INDICATED WITH THE EMPLOYEE AND CHECK EACH BOX UPON COMPLETION

- FOR WITNESS INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING:
- Inform the employee the purpose of the meeting is to investigate allegations of misconduct in the workplace
  - State they are required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability; and if they refuse to answer they may be disciplined for that refusal.
  - Ask if they have any questions before beginning.
- FOR SUBJECT INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:
- Inform the employee the purpose of the meeting is to investigate.
  - State no decision will be made until all the facts of the investigation are considered.
  - State the employee is required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability; and if they refuse to answer they may be disciplined for that refusal in addition to any other discipline, which may be imposed for other conduct.
  - As appropriate, state either:
    - These proceeding will be recorded. You are entitled to receive a copy of the recording made during the meeting. OR
    - These proceedings are not to be recorded. If it is found you have recorded this meeting, you will be in violation of work rule 11, which prohibits unauthorized recording.
  - (FOR SUBJECT WITHOUT A REP) Remind the subject the investigatory meeting notice included the right to have a representative; since one is not present, you assume they would like to proceed without one and note it in the REPRESENTATIVE PRESENT box above.
  - Ask if they have any questions about these guidelines before beginning.
- For potential criminal investigations – read and complete form DOA-15807-G – Investigations Involving Criminal Matters (Garrity / Oddsen Warning)

**CONTENT OF INTERVIEW** – Interviews and notes are conducted in Question and Answer format.

A phone interview with Kevin Pitzen was conducted on 3/15/2021 from 10:09am until 10:16am. No breaks, no personal rep.

Q1: For identification purposes, please state your name, title, and work location.

A1: Ah, Kevin W. Pitzen, I am a Supervising Officer 2 at Columbia Correctional.

Q2: All right and for the transcription, it is P-I-T-Z-E-N, Pitzen, thank you, all right and how long have you been employed in this capacity?

A2: Umm, I have been an investigative captain for four years.

Q3: Has Ashley Suprise ever made any report or comments to you about an incident with persons in our care [REDACTED]

[REDACTED] umm, and supervisors not willing to lock him up

A3: Ah, to be honest, I am not sure, I remember, I remember talking to, I remember talking to him, to the inmate about it. Ah, he made some allegations about her, um, and then I then remembered talking to her about it but I don't, I guess I don't remember if she had an issue with him getting locked up, because when I talked to him, he wasn't TLU so. I don't know.

Q4: Okay, beyond that you are not aware of anything?

A4: I, I don't remember her specifically saying she may have, I, I don't remember.

Q5: Okay, all right, and whether you based on that and I know this is sort of just spur of the moment, but, did would there be any reports or anything relevant to that incident at all do you think or was this just sort of a comment she may have made to you?

A5: Umm, well there was a, there was a 15807 on her that I wrote for I believe it was him for a comment that I believe she made about him. That have been, that have been it.

Q6: Okay and that is relevant to the same incident you think.

A6: What's that?

Q7: And do you think that pertains to the incident?

A7: I think so, I think it was him.

Q8: Because I'll just read verbatim what it says in my 15807. "An incident with persons in our care [REDACTED] and supervisors not willing to lock him up claiming that she almost end up under investigation for that incident. Suprise states that she has talked to Terrance Judd, Jason Chatman, Michael Julson and Kevin Pitzen about these issues."

A8: Yeah, I just, I remember talking, talking to the inmate about it. So supposedly she was in the bubble and he was supposedly staring at her and then I think she told me she made a comment about, basically implying he was bisexual and then I asked her and she admitted to it, I think it was him, but that would've been about it really.

Q9: Did you conduct that investigation or was that?

A9: No. No it got, I sent it up and I never heard anything about it. My assumption was it is, I mean I believe a different institution came in to talk to her. So maybe it was dealt with, I don't know but it never got sent back to me.

Q10: Okay, okay, thank you for that, is there anything else about that incident that you could tell us or I that about your recollection of it?

A10: Basically, she was, she was implying, that she was making it up, that she was kind of harassing him. So I talked to her and she admitted to making that statement, I mean that was really about it, I don't even know, I don't even know what he got out of his ticket, it could have been dismissed for all I know, after that point I just kind of moved on I was, I obviously didn't believe him but he felt she was harassing him, umm, I didn't believe him and I was more concerned about possible work rule violations by what she said.

Q11: Has Ashley Suprise ever made statements to you about she feeling harassed, um, by Ethan Marczewski?

A11: So just as of, just within the last week or so, in the last week I had to an investigation on her about off-duty misconduct, and during her investigatory, she made some reference to a lieutenant harassing her but didn't mention him name, then during her pre-disc she mentioned him by name, but I didn't move on it because I was already aware that you guys were involved in this.

Q11: Okay, and has Ethan Marczewski ever made statements to you that Ashley was harassing him at all?

A11: No, not, not that I can think of.

Q12: Okay, umm, are you aware of any

A12: Wait, wait, you know what, let me, let me take that back I take that back. I guess I wouldn't say that's a harassing but I feel, I think he, there was some sort of concern. She claimed, he told me that she made some allegation that he told control not to use her or something like that.. And he was upset about that, so he didn't, I guess he did mention her but I guess, I don't remember him saying specially he felt harassed.

Q13: Okay, and that sort of leads into my last set of questions I guess then, so you didn't, you haven't received any complaints that either one was harassing each other or anything like that, but I guess leading into this whole not using her as a support, did, has she ever made any statements to you that, um, she felt Ethan Marczewski wouldn't use her when she was a support?

A13: No. I mean other than last week; I haven't talked to her much.

Q14: Okay, and outside of the allegation that Ethan Marczewski statement he made to you, you know nothing of that?

A14: No.

Q15: Okay, that wraps up the questions I have for you, Veva, do you have any questions?

A15 Calderon: No I don't, I just wanna make sure that the first that you did talk about, did you need ah an incident report on that situation if that was written or anything similar?

Q16: I, Veva I can look that up in WICS that I have stuff for that, so,

A16 Calderon: Okay perfect.

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CLOSE THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:

FOR WITNESS INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- Thank them for answering questions
- Request the employee keep the information discussed confidential. This is a request only and not a directive.

FOR SUBJECT INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- State we are concluding the meeting; retaliation against witnesses because they participated, or you believe they participated, in this investigation is prohibited and subject to discipline.
- Inform the employee the State of Wisconsin provides an Employee Assistance Program. Provide the vendor web address, phone number, or provide a brochure.
- state the employee will be notified of the next steps in the process after the information is reviewed
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## EMPLOYEE INVESTIGATION REPORTS INVESTIGATORY INTERVIEW

**INVESTIGATOR INSTRUCTIONS:** Document the content of an investigatory meeting with an individual interviewed as part of an employee investigation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Marczewski, Ethan			INCIDENT DATE Various	
NAME OF INTERVIEWEE (Last Name, First Name, M.I.) Chatman, Jason	JOB CLASSIFICATION Supervising Officer 1	INTERVIEWEE STATUS <input type="checkbox"/> Subject <input checked="" type="checkbox"/> Witness	INTERVIEW DATE 3/15/2021	TIME 3:07pm
REPRESENTATIVE PRESENT (Last Name, First Name) None	INVESTIGATORS NAMES (Last Name, First Name) Polsin, Matthew Calderon, Veve			

REVIEW EACH OF THE FOLLOWING STEPS AS INDICATED WITH THE EMPLOYEE AND CHECK EACH BOX UPON COMPLETION

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  - As appropriate, state either:
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    - These proceedings are not to be recorded. If it is found you have recorded this meeting, you will be in violation of work rule 11, which prohibits unauthorized recording.
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  - Ask if they have any questions about these guidelines before beginning.
- For potential criminal investigations – read and complete form DOA-15807-G – Investigations Involving Criminal Matters (Garrity / Odden Warning)

**CONTENT OF INTERVIEW** – Interviews and notes are conducted in Question and Answer format.

A phone interview was conducted with Jason Chatman on 3/15/2021. No breaks Given, No personal Rep. This interview began at 3:07pm and ended at 3:11pm.

Q1: For identification purposes on the recording, please state your first and last name and work location.

A1: Jason Chatman, Columbia Correctional Institution.

Q2: Alright. How long have you been employed at Columbia Correctional Institution?

A2: Um, right now, I have been here for about a year and four or five months.

Q3: Okay. Did Ashley Suprise ever report any issues about an incident with [REDACTED] to you, an incident particularly would have been in October or November of 2020 in which he was refusing to lock up and she wasn't getting any help from anyone?

A3: This was in RH2?

Q4: I believe so.

A4: I vaguely remember something about that. I just know that there was an issue between [REDACTED] and Suprise.

Q5: Okay. Was anything reported to you or how do you recall that?

A5: I don't recall. I just remember. I don't know if she was a support at that time or she was assigned to that unit but um, there was there was some sort of issue and then I directed Suprise to remain off the tier, so I believe that she was a support that day.

Q6: Okay. Alright, um, has she ever made any Ashley Suprise ever made any statements to you or complaint or made complaints to you about Ethan Marczewski making harassing statements or anything of that nature towards her?

A6: Not I'm aware of, no.

Q7: Alright, has anyone else reported that Ethan Marczewski was making harassing statements towards Ashley Suprise?

A7: No.

Q8: Do you have any information about allegations that when Ashley Suprise was in working in a support role that Ethan Marczewski would choose other people to do the assignments that I guess would come forward or whatever over her which was when she was in the support role, does that make sense?

A8: Yeah, the question does. I believe she had a like a restriction that she could that she was not allowed on RH2. And if there was an incident that resulted in RH2 or could possibly result in a lockup to RH2, she wouldn't have been utilized.

Q9: Okay. Aside from that, you know of do you know of any other instances?

A9: No.

Q10: Okay. Um, let me see, I'm going through my list of thing, um, has Ethan Marczewski made any complaints or statements to you about harassing statement or anything made by Ashley Suprise towards him?

A10: No.

Q11: Veva, do you have any questions?

A11 Calderon: I don't. Thank you.

### Interview Ends at 3:11pm

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CLOSE THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:

FOR WITNESS INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- Thank them for answering questions
- Request the employee keep the information discussed confidential. This is a request only and not a directive.

FOR SUBJECT INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- State we are concluding the meeting; retaliation against witnesses because they participated, or you believe they participated, in this investigation is prohibited and subject to discipline.
- Inform the employee the State of Wisconsin provides an Employee Assistance Program. Provide the vendor web address, phone number, or provide a brochure.
- state the employee will be notified of the next steps in the process after the information is reviewed
- Request the employee keep the information discussed confidential. This is a request only and not a directive.



## EMPLOYEE INVESTIGATION REPORTS INVESTIGATORY INTERVIEW

**INVESTIGATOR INSTRUCTIONS:** Document the content of an investigatory meeting with an individual interviewed as part of an employee investigation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Marczewski, Ethan			INCIDENT DATE	
NAME OF INTERVIEWEE (Last Name, First Name, M.I.) Suprise, Ashley	JOB CLASSIFICATION Corrections Officer	INTERVIEWEE STATUS <input type="checkbox"/> Subject <input checked="" type="checkbox"/> Witness	INTERVIEW DATE 3/10/2021	TIME 9:02am
REPRESENTATIVE PRESENT (Last Name, First Name) Parenteau, Steven	INVESTIGATORS NAMES (Last Name, First Name) Polsin, Matthew Calderon, Vevea			

REVIEW EACH OF THE FOLLOWING STEPS AS INDICATED WITH THE EMPLOYEE AND CHECK EACH BOX UPON COMPLETION

- FOR WITNESS INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING:
- Inform the employee the purpose of the meeting is to investigate allegations of misconduct in the workplace
  - State they are required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability; and if they refuse to answer they may be disciplined for that refusal.
  - Ask if they have any questions before beginning.
- FOR SUBJECT INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:
- Inform the employee the purpose of the meeting is to investigate.
  - State no decision will be made until all the facts of the investigation are considered.
  - State the employee is required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability; and if they refuse to answer they may be disciplined for that refusal in addition to any other discipline, which may be imposed for other conduct.
  - As appropriate, state either:
    - These proceeding will be recorded. You are entitled to receive a copy of the recording made during the meeting. OR
    - These proceedings are not to be recorded. If it is found you have recorded this meeting, you will be in violation of work rule 11, which prohibits unauthorized recording.
  - (FOR SUBJECT WITHOUT A REP) Remind the subject the investigatory meeting notice included the right to have a representative; since one is not present, you assume they would like to proceed without one and note it in the REPRESENTATIVE PRESENT box above.
  - Ask if they have any questions about these guidelines before beginning.
- For potential criminal investigations – read and complete form DOA-15807-G – Investigations Involving Criminal Matters (Garrity / Oddsen Warning)

**CONTENT OF INTERVIEW** – Interviews and notes are conducted in Question and Answer format.

A phone interview with Ashley Suprise was conducted on 3/10/2021 from 9:02am until 10:01 am. No breaks. Steven Parenteau was the personal representative.

Q1: For identification purposes on the recorder please state your name, title, and work location.

A1: Ashley Suprise, Correctional Officer, Columbia Correctional Institution.

Q2: How long have you been employed as a correctional officer at Columbia?

A2: Umm I have been employed with the Department of Corrections since January 21st of 2020.

Q3: And did you while you were working at Columbia did you have a regular unit or post that you worked?

A3: Yes.

Q4: What was your unit or post? Tell me about that.

A4: Umm when I first started I was RH-2 officer and then I got moved to the barracks and visiting and then I got slotted into the visiting room officer for several months and then before I was placed on the administrative leave in December. I had taken a role that I signed for as a support officer on second shift.

Q5: Okay. So the investigation I was assigned has itemized several things that you brought to attention during a pre-disciplinary meeting and so I will specifically ask you certain things. I realize that some of this stuff may come out of order in terms of the way it actually happened umm due to my looking at this from the outside in I am sort of unaware of how to put this all together in an order without speaking with you. So I am going to ask you specific

questions and if it jumps around in the order that's perfectly okay but this is just how stuff was brought forth to me just so you know. Okay?

A5: Okay.

Q6: Alright. So concern was raised that you believe that Ethan Marczewski has chose other support staff instead of you when you are working the support role. Tell me what I need to know in regards to this.

A6: Can you ask it again? I'm sorry.

Q7: Sure. In your pre-disciplinary meeting the umm you stated that Ethan Marczewski, like your support officer okay, and that

A7: Right.

Q8: and that you made allegations that Ethan Marczewski chooses other officers to do the roles instead of assigning you to them.

A8: That's correct.

Q9: Okay. Tell me about that.

A9: Umm so as a support officer when central control or a supervisor radio they will ask for any available support officers to respond to such and such area to assist a supervisor or assist the unit and I am always one I like to stay busy, I don't like to hide like a lot of other people do so I will be one of the first people on the radio 53 you know that I'll respond and 53 is my radio number and so umm with that being said when Marczewski would come in earlier on shift versus third shift umm there was times that Sergeant Betanourt would be with him throughout the entire institution sit in the office, go walk everywhere with him, and I have issues with her. She's I've already done a bunch of intakes on her for basically hazing me. So when I would be on a unit even before like the call to the supervisors would made be made they would let them know there is already support on the unit. When those two would walk in you can see the smile on their face, the grin, and the basically the shaming of me being on the unit making me feel absolutely humiliated because I was already there umm and there's times where he'll specifically radio for specific numbers to come assist him. As a female I understand you know they are going to always sometimes pick males to do things and it just it's a female in a very I don't know how to describe it in a I don't know really know how to describe what I'm trying to say but he'll specifically call for officers that are supposed to be back-up support officers like 66 which is the kitchen officer when they are done with their additional duties, they're either to relieve anyone that was held over for overtime or assist around the institution in various locations and places. Marczewski was calling for 66 to come meet him on units. He would say 51, 52, and 56 meet me on housing unit 9. Umm I am one of the actual support officers. There is 51, 52, and 53. I have seen Marczewski call to central control which was brought up in my pre-disciplinary hearing umm where he called the control and then next, next thing you know control specifically called for those specific umm support to come assist him on a unit. Kaydeen Betancourt has been called when she was filling in on post as the intake officer and he would call for her to meet him on units instead of utilizing the actual support officers as our post orders describe us to be doing.

Q10: Do you have specific dates and incidents that where I could investigate this further. I understand you are demonstrating that this is something that commonly happens and I'm not trying to minimize this in any means whatsoever, but in order for me to look into it further, do you have specific dates and incidents instances where you can sort of dial this in a little further for us?

A10: Well I was a support officer when I came back on vacation from vacation umm what is the Saturday after the 10th what is the date in December if you could look at a calendar coz I don't have one in front of me.

Q11: Sure. I am doing it right now. When did, okay, while I am looking when did you become a support officer? That was in January you said?

A11: No. I haven't been working since December.

Q12: Okay. So when

A12: And I signed for the post when I was actually on vacation so this is the Saturday I'm trying to figure out that I started coz that's, I was, I signed it on my vacation. So I

Q13: The 10th of December was, the 10th of December was a Thursday. So

A13: Okay. So it would have been the 12th of December is when I came back from vacation and started it.

Q14: Okay. So 12/12 you became the support officer role that you signed in for, signed on for. Right?

A14: Yeah. I signed for it two weeks ago two weeks prior to that on Monday but I was on vacation so that was my first day I came back. And then I was placed on admin leave on the 22nd, so that entire time during that, whenever I would be scheduled to work with him were happening. I mean and that's not a huge period of time for that and I when I we are not always working together so it won't be too hard to pinpoint. I mean that's only like two weeks in there so.

Q15: And were you on any sort of like work restrictions or anything that would have prohibited you from going as a support to certain locations in the institution or anything like that?

A15: Absolutely not.

Q16: Okay. So let me see before I move on.

A16: I was actually really excited to become a support officer.

Q17: So you are you are basically stating that during this two-week roughly two-week period or it looks like ten days that whenever you worked you weren't chosen as a support officer by Ethan Marczewski. Correct?

A17: I wasn't chosen as one of the officers to assist. I was a support officer but I wasn't chosen as one to assist.

Q18: Did you ever get chosen to assist during that time?

A18: With other supervisors, absolutely. Not him.

Q19: Okay. Did he ever choose you during that time?

A19: No.

Q20: Did you ever ask him about that?

A20: No because that's not an appropriate thing to do here. You don't confront the supervisors. I did talk to Admin Captain Gwen Schultz on the 22nd, the morning before I was placed on leave. I had actually called and had probably a 40 minute conversation with her on the phone and she was going to have me come down and file an intake in her office with it and she was going umm because of what was happening with that. Now this is there was other things that happened prior to me specifically becoming the support officer but this was just during my role of things that were happening while I was a support officer.

Q21: Okay. Tell me about an incident that involves I don't know if it's necessarily an incident umm well yeah an incident with persons in our care [REDACTED] [REDACTED] in an incident with supervisors not willing to lock him up?

A21: Um hm.

Q22: Tell me about this incident and what's significant about it, please?

A22: Well umm I was supposed to be a visiting room officer at this on this day.

Q23: Do you know what day it was off hand?

A23: I don't but there is there's conduct reports and everything that will reflect actual dates.

Q24: Do you know roughly when it was so I can look at, some people have like 30 conduct reports so you know what I mean and I think person does but it just helps me out.

A24: Oh he's got, I'm sure he's got about a 100 in the last few months, umm it would have either been November, it would have been at the very latest earliest end of October beginning of November somewhere in there. It was before I went on my vacation.

Q25: Okay. So tell me about this incident.

A25: So I was supposed to be a visiting room officer but once again I was redeployed and I was put on housing unit 2 which tends to be the younger, the younger persons in our care that go back and forth between RH-1 and RH-2 to units 1 and 2. Umm I was assigned to the post with Sergeant Fox and we work very, very well together. I was given a OJT'er to be placed in the bubble with me and trying to train him and trying to show him how you run the tier the best to run the tiers with meal time and everything else and just then [REDACTED] [REDACTED] came out and he was trying to talk to me and I told him to go lock in and he wouldn't lock in and then he stood at the bubble door cat calling me. I told the OJT'er I said just ignore him and don't even look back coz as I told him you know I tried to explain to him you are going to get called a lot of names, they are going to talk a lot of shit to you, you just don't even acknowledge

that they are there because that's what they want. You're in the bubble. You got to focus on what's going on these tiers to make sure there's not stuff going on, especially when your sergeant is doing his rounds. Sergeant Fox instructed him several times to lock in, he would not. I called or no I'm sorry. Sergeant Fox called because I was scared to call knowing that it was Lieutenant Bortz and Lieutenant Marczewski I had Fox call and he told them that they were not locking, [REDACTED] was not locking in. [REDACTED] making comments to me. I don't remember specifically but something about ooh if I could get that ass outside here or something like that and it's stuff that he should have been taken to the hole immediately for. Umm and the fact that he is refusing to lock in, creating a disturbance, sexually harassing me, and then he starting sexually harassing my male OJT'er and so then I called. There is between Fox and I total I believe there was either four or five phone calls made to the supervisor's office. Umm from my understanding what Sergeant Fox was told was that he's the officer or he's the sergeant, he needs to be with it and get him to lock in. Now

Q26: And who was the, who was the supervisor that evening? You are saying Marczewski was the supervisor?

A26: Marczewski, yes. We, me and him both spoke to Marczewski all times. This continued for 45 minutes at least and then his cellie like wouldn't lock in and he was standing on the tier, talking on the phone, and then slapping porn on the bubble windows from the tiers, like gay porn and it was it was it was bad. Like any other supervisor would have had support down there and they would have both of them would have been taken to RH-1 given what they were doing and it didn't happen. They just sat there. I ended up having a [REDACTED] and had to relieved at about 8:30 by another officer so that I could get peer support from a FTO because it was so bad. Because of this happening [REDACTED] [REDACTED] knew that he was going to be getting quite a citation from me and I had already spoken to this would have taken place I believe on a Friday because I believe it was Saturday that I spoke with uh Captain Julson about it and then so Captain Julson was already aware and then [REDACTED] [REDACTED] started saying I was writing him these love letters and all this stuff because he was trying to get me in trouble he knew he was going to be getting in big trouble for what he did the day before. Umm it created this huge gigantic shit show to say the least and they ended up having to do a cell extraction to get him out of the cell when he should have been taken, taken out the day prior and I was very upset over the whole thing to the point that I asked Captain Julson why Marczewski wouldn't come down and take him. Why, why are you leaving an inmate who is refusing to lock in, disobeying all orders I mean the sergeant we ended up just leaving him standing at the bubble door because we had to get our other unit operations done and they wouldn't send support down to try to get him to lock in or get him out like it was just we were just left for ourselves and Sergeant Fox will tell you the same thing. We were left to fend for ourselves on this one. Umm and it's not like the supervisors were busy. They were sitting in the office. There was no radio calls. They weren't running around places. They were sitting in the supervisor's office. Umm I also talked with Captain Pitzen after the fact. He is the investigating captain here. Umm I asked him why, why they would just leave the inmates there like that for that situation to happen because then I almost got in trouble because of what the inmate was allegating, trying to save his own ass. I also e-mailed previous Training Captain Judd who is no longer with the institution umm I had e-mailed him asking him to like I don't understand why this happened, like why was I just left to deal with this and Captain Judd had e-mailed me back stating to me that he understands my concerns and he is going to have it looked into and he forwarded the e-mail to Director HR Director Healey whom did nothing about it. And that is where it was left. I even talked to the third shift commander about it as well of why this wasn't, he, he said I don't know why they didn't pick him up, I don't know coz he wasn't technically here that day but generally those two work together on third shift so I had just asked him why would he leave him on the unit being so disruptive and like literally nobody could answer me on what Marczewski did but it was just kind of left under the table as if it didn't matter, once again. I had a [REDACTED] after that and after that [REDACTED] because I was scared that this was going to continue to happen and my next couple shifts which that would involve Marczewski and Bortz, I either called in or I left work early.

Q27: Several things will probably tie in with one another. I want to get a little background information before I delve into the rest of these questions as they sort of look like they flow together to me more or less and I think some of this probably all does but you worked at Columbia it would technically be a little over a year so like 15 months now, correct?

27: Correct. But I have been on leave for four of em.

Q28: Okay. But let's so let's just disregard the last four months for right now. How was your working relationship with Ethan Marczewski initially?

A28: Shitty.

Q29: From the start?

A29: Oh yes. He, he, he had a, I didn't really, when he first started I didn't have much interaction with him just because of the shift he was on and I did all my overtime on first shift. But when I returned they put me on admin leave for because of an inmate in May for a month and then when I came back I started working a lot of my overtime on second and third shift because of the kids getting pulled out of school because of the corona thing. So easier for me to be at home on first shift to make sure they were logging in. So then I started like seeing him more and he had a very condescending snarky attitude towards me and to the point that I actually went to Captain Julson about it and I have even talked to my, my umm rep here now. I even talked to him about some of the things that that Marczewski would say to me that were just, just absolutely rude. And he would talk to you, he would belittle you. If you would call and ask for a question, well don't you know what to do? it's your job to know what to do, why can't you handle it. It would be remarks like that. Umm as I worked third shift more he started coming on to my unit and then trying to talk to me and there was a couple occasions where he actually sat on my unit for almost an hour each night.

Q30: And what was what was the reasoning for that?

A30: Talking to me. While he was doing his checks.

Q31: And what would he talk about?

A31: Well he it's the first time he came into my bubble to the bubble and he was talking I don't even remember he was hitting on me, making you know small conversation, and it was uncomfortable to say the least.

Q32: Okay. So this was a third shift. Correct?

A33: Yep, yep. And I believe I would have been on housing unit 8.

Q34: And when about would this be? I realize you have worked a lot of shifts. I mean I understand that. I you know umm.

A34: I want to say end of the, I want to say August. August or September.

Q35: What made you?

A35: and I

Q36: What made you uncomfortable?

A36: Well why are you sitting on my unit that long. You know sometimes the supervisors will sit, talk to you if it's like in the middle of a count you know and if they ask you to open up the count for them or something you know because they, they are not going to go try to finish doing the round because the units are all going to be locked down because the officers are on the tiers doing their count. Umm you know they'll ask you how everything is going yadda, yadda, ya. Keep it small talk that's usually job related. But I don't remember the exact details of this particular conversation, but he was hitting on me umm.

Q37: I guess and I know you don't you say you don't know the details but how was he hitting on you?

A37: Well I can answer better the second night he did it again. Coz that conversation I remember clearly.

Q38: So the second night how close together were these incidents or when was the second incident?

A38: It was literally the next day. So he came on unit and because of the night before. It made me uncomfortable. Oh, oh, okay, I can remember now. I'm sorry. Okay. So the first the first after the first night he I on third shift would sometimes cook food and send it up to the captain's office if I was cooking or whatever umm and I had made tacos so that night he I don't remember the exact conversation in the bubble but then the e-mails started oh we were talking about different musicians and then he kept making comments about umm like kind of looking at the back of the bubble like kind of like suggestive of me going to the back of the bubble with him umm and then an e-mail following that first night he said oh by the way thanks for the tacos and then he said something about it wasn't the taco he wanted to eat next time lock the bubble door and then I kept on to make the conversation I was talking about country music. Like I was trying to go back to something not of that nature and I was talking about like Brantly Gilbert and then he would go back to the taco I believe that's when he used the term nigger which I think he was referring to inmates and called him a nigger over, over the e-mail and I was like what umm but going forward to the second night when he came on to my unit at the door I let him in and then I immediately stepped up out of the bubble and I sat at a day room table where the inmates sit at because I didn't want to be in a position in the bubble with him where there's not cameras. I didn't want to be accused of doing something sexual with him in there. I didn't want to have myself in that position and I, I take my job very serious umm so I sat at the table and then he sat at the

table with me talking and it was a good almost hour again and I was just being me talking about random stuff because I was trying to keep the conversation not sexual. So then I was talking about my grass in my backyard coz I got a notice coz I was working 80+ hours those weeks and my grass in my backyard was like almost a foot long and my landlord's like you got to mow that. So I was like I don't even know how I'm going to mow my grass because I don't think my lawnmower is going to go through it and he was talking about grass which then turned the conversation to sexual and any e-mails from him or conversations now after this point that I had with him that he was being sexual with me would all revolve around coming and mowing my grass, filling my holes coz I was telling him about the mole holes I had all over my yard. Again I was just trying to keep the conversation at a weird level of non-sexual and so that's what started all the conversations with watering my grass and.

Q39: Okay. So you are we are pretty much going into what I needed to ask you and I just kind of want to break things down a little bit. So I know where to find evidence on things specifically. So these basically are two nights back to back working that was a third shift you said?

A39: Yep.

Q40: And you believe and I my memory I apologize if I, I want to say you said housing unit 9?

A40: Eight.

Q41: Eight. I was close. I'm sorry. Umm so he has this conversation with you and it's concerning that he is there for a longer period of time coz it's and that's not normal to you?

A41: No. The supervisors most of 'em just try to come and fly through do their rounds as quick as they can and get out. Because they got, they got to do all their other stuff.

Q42: And you said the conversations turned kind of he was sort of hitting on you and it just it seems like it definitely picked up steam the next evening. Umm specifically you said he was having sexual conversation with you. Was that over this in person only or was it over the state e-mail?

A42: Umm both. So anytime I ever went into the captain's office like he always would have some type of mean attitude towards me in the next few months and I would literally say to him, is there, did I do something that you are like this to me? He would look at me and say he was stressed out, blah, blah, blah and then he would always look at me and say how is your grass. You need your grass mowed? Do you need?

Q43: So did he make I mean are they, regardless were there e-mails exchanged on those two dates and that would be you said in November right? On housing unit 9 or 8?

A43: No, no, no, no. The e-mails like this particular thing that was exchanged would have been at the end of I want to say it was in August. I just want to say to be safe it was August.

Q44: Okay. So the, the mowing the grass incident, filling holes all of that kind of undertone connotation or whatever we say that was in August?

A44: The taco part the taco part was, yes.

Q45: Okay. The tacos that was in August too?

A45: Yep.

Q46: And, and the mowing the grass and all those statements that was in August. Umm when and, and now these conversations that were in the bubble or around the bubble on housing unit 8 those happened in November you are saying? Or was that?

A46: No. This is all literally on the same days.

Q47: Okay. So this is all in August?

A47: Yes. But then more continued to happen.

Q48: So I want to clear up the August stuff first. So if I was to search the two of your e-mail accounts your state e-mail accounts and I was to look at e-mails, will there be e-mails that are sexually suggestive or inappropriate in there in August between the two of you during those times?

A48: Not between the two of us or him. I kept it professional/

Q49: Would there be an interaction between the two of you like did he send something to you

A49: Yes, e-mails between him and I, yes.

Q50: Okay. And those would have happened in August?

A50: Yes. I want to say August, yes.

Q51: Okay. And question just because I have to ask it regardless. Did you report any of this at the time to anyone?

A51: No.

Q52: Okay. And did anyone witness the mowing the grass statements, filling holes statements?

A52: No. We were in the unit by ourselves and then any other time they were made to me when no one else was around.

Q53: Okay. So no one witnessed that between other than you two and aside, is there any other evidence aside from the e-mail exchanges and what you are telling me that I would be able to obtain to support this?

A53: Yeah if you go and search through his e-mails.

Q54: No. I said in addition.

A54: Uh yeah but if you search through his e-mail. He continued to e-mail me going through to right before I think the last e-mail exchange was in November 20 uh Thanksgiving.

Q55: Okay. And these were on the state e-mail server?

A55: Umm from him to me, yes. But not from my e-mail. I had a home e-mail umm so like we were supposed to do a Thanksgiving potluck. And that would have been in November obviously, and I worked doubles all the way around so I needed to know how many people were going to get involved in it. We are told we are not allowed to use the e-mail from home. So I e-mailed him from my e-mail at home and asked him hey how many people are going to be you know doing this so I know how much food I need to bring and what is everyone else bringing and then immediately it turned sexual. I don't even think my question was even answered by him.

Q56 So November, so you e-mailed him from your personal e-mail account?

A56: Yep.

Q57: And what e-mail account would that be?

A57: I don't remember off hand.

Q58: And did you e-mail it from your personal e-mail to his work e-mail or to his personal e-mail?

A58: To his work e-mail asking trying to find out again keeping it work related about this. They were busy that night. They had a lot of stuff going they had a lot of people up in observation so I wasn't going to try and call to find out. I just figured it'd be easier just to send an e-mail so that they could e-mail me back so that way I would have the information I needed so I could go to the grocery store accordingly for this pot luck of making food that never even happened. And there was another time I had e-mailed about umm it was something with my WorkLoud because I wasn't able to access any of my stuff. I was locked out of everything and I wasn't sure what I was supposed to be working and I had tried calling a couple times but both of the supervisors were busy and I needed to go to bed so I know that I had sent an e-mail asking something about my WorkLoud or my schedule. I don't remember what it was or what date it was. Something if I had off or not. I don't remember exactly what the detail was but then that one turned sexual too.

Q59: Okay. And regardless of what e-mail it was from you whether it was your personal or your work e-mail, were all the e-mails from him back and forth to him I don't care who sent what, I just want to know where they came from the e-mail addresses at this point.

A59: Yeah. It was it was from his work e-mail.

Q60: Did he ever send anything or did you have ever have any correspondence with him with a with his personal e-mail?

A60: Outside of work, yes. But he started getting, he so he was insistent on me adding him on Snapchat so I said okay. I don't have records of what was said on Snapchat. They were generally sexual things that were said to me and me asking for pictures and I wouldn't ever open up his Snapchat so then I believe he deleted me at one point. Because I wouldn't even respond and that's kind of when shit hit the roof again here so that would have been after

he came in August on my unit that time and that would be over the state e-mail to my to my state e-mail where he was he asked for my SnapChat and again so I obliged, I didn't want problems but I didn't I didn't open them. I'm I mean I seen that the first couple were that and I just didn't open them anymore or respond because I, I don't, I'm not interested. That's not what I wanted. I'm good. I'm good. I didn't so then. It kind of felt like it was taken out on me at work after that during the next month couple months before November.

Q61: And how, describe how you feel why you feel that way.

A61: Just the attitude and the way he treated me. The way he talked to me. I would be on a unit and you know so we called. We are not allowed to just issue a conduct reports. We have to go through a bullshit chain of command of going through I tell the sergeant, then we got to call the supervisor and make sure the supervisor say it's okay, where a lot of the other institutions just you just write the conduct report. So then we'll spend half the night chasing down the supervisors wherever they may be to inform them of these conduct reports that we are writing umm and there was a couple times where you know I reported that you know where an inmate called me a bitch, oh no he called you a bitch, not that, like he would make comments like that. I didn't even get to finish telling him what else the inmate did. Yeah he called me a bitch but then he also said he was going to do this, this, this, and that but I never would get to finish that point. He would just mock me. That's the best way to describe it, mock me. I would avoid any type of contact with him. I'm going to be honest with you. Every time I would call down to the supervisor's office umm I would try calling the other line to get, hoping that the other supervisor would answer. I know a lot of my tickets I wrote he would basically give them three day loss of phone when they already had a minimal loss of phone. No other no other supervisors would do that. They would know they would do the dispositions accordingly. Someone else would have taken, I don't remember the exact incident but there was there was definitely a difference in between my, my offered uh, my offered dispositions to my conduct reports versus other people. There definitely was a difference. He would call and tell me to delete my IRs that other captains had told me write. I was just basically dumbed down and humiliated. like I was stupid and didn't know my job and he is the only supervisor that ever talked to me that way.

Q62: Okay. There is a statement that was provided to us that you believe sexual e-mails were necessary to not piss Marczewski off. Umm you didn't want him to come after her and there were rumors that it happened with another female officer. Tell me about this

A62: Umm I don't know the details of the other female officer. I just heard that something had happened and he was being revengeful towards her.

Q63: Who was the other female officer?

A63: Officer or I'm sorry it was Sergeant Rivera. So I had heard this. So I did want issues. I didn't specifically respond in these e-mails saying oh yeah baby I want you to do this to me. I didn't. I had no interest. I didn't have any interest. I would respond in a way like oh that's sounds reasonable or what do you mean?

Q64: Okay. And so did he ever respond, so you used Snapchat, you used e-mails. Is this an e-mail account that you no longer use or you just have several personal e-mail accounts and you just don't know which one he sent it to you off hand?

A64: That's correct.

Q65: Which one? I'm sorry.

A65: I, the second thing. I have a couple just because people misspell my names wrong all the time.

Q66: For me to do a search effectively on this I am going to ask for the personal e-mail addresses that you have if you're willing to provide them so that I can try to obtain evidence for this.

A66: Can I put you on mute for just a second?

Q67: Sure.

A67 REP: One quick question. You are only looking for stuff between her and Marczewski correct?

Q68: Correct. But in order to do an e-mail search I am literally going to be looking at you know if I do an e-mail everything from in and out of a person's in and out box, you guys get millions of e-mails a day over the course of six months that I am looking towards something and I need to so I can do a search parameter. I am just looking to see an e-mail that would go back and forth between the two of them. I can't look into her personal e-mails to see what's going on but I can see the conversation then that happened.

A68: Coz there are times I e-mail from my work e-mail to my private e-mail coz my. Its on my son's tablet and it's usually me going, umm okay so it would be the one that you have [REDACTED] Or [REDACTED]

Q69: Okay. Alright. And did you exchange text messages between each other?

A69: Um-mm. I didn't give him my phone number. No, thank you. So in these e-mails to my private e-mail he made comments about too bad you're not working right now and insinuated that we do sexual stuff here at the institution just like he did that time with the bubble locking the door and going to the back. Umm there was another insinuation of I don't know too bad I'm not there so he could fill my holes is I believe that's what it said which would refer to again the hole, my grass, and the holes that I had in my yard. Now at this point I'm like what do I do because this guy just is supposed to be my supervisor and he is just left me on the unit to have to deal with an inmate that should have been taken off the unit and then he is clearly showing me that he will show me at work if I don't give him what he wants.

Q70: So do you are you insinuating that he didn't help you on the unit that day with that [REDACTED] because you weren't following through sexually?

A70: I believe so, yes. I wholeheartedly believe so. Why would you leave me on the unit like that when you have the sergeant calling you four times telling you that there's issues with this.

Q71: Okay. At what point did you report this? There is a statement made you know that you know that all this has happened you know that it wasn't essentially aside from reporting the incident from [REDACTED] but when did you report any of the sexual harassment?

A71: Umm about my pre-disciplinary hearing because nobody was going to listen to me here anyway. I had tried talking to people about the how he was treating me. I got peer support nonstop. I kind of went into it a little bit with my intake with Captain Judd about Sgt. Betancourt and then having the harassment from other lieutenants and staff on her behalf but it's like everyone here is friends with everyone, like who do I talk to and then he talks about how the warden brought him here and offered him a job, called him up one day and said he wants a job here so it's like who do you go to, who, I've seen what they've done to other staff members here. You don't have anyone to go to you just deal with it, and as a female I have always been hit on. It don't matter but I never actually had this before felt where if I didn't do something I was going to be retaliated against which is what I also believe happens to the other females. It's like I couldn't go in for one here. It was going to just be covered up just like it was so an incident happened between Marczewski and Betancourt where they walked in third shift into a room with no cameras in the middle of the night for over 20 some minutes and the sergeant in control reported that. I was scared to report it because I knew it was going to backfire on me if I would have done it so I talked to a couple of different people here to ask them what they thought I should do when then turned into me gossiping and I am going to be getting fired because of it which is why the main reason of my pre-disciplinary hearing and I am sitting here trying to understand how is he getting away with this stuff. He has literally sent e-mails to me over state email about wanting to fuck me in this institution.

Q72: Did you report these e-mails to anyone though until the pre-disciplinary?

A72: No. Because no one was going to I mean I told a couple people he was e-mailing me but nothing was ever. I went to peer support about it because nothing was done and that right before I got put on leave. I had gone and talked to somebody and it was right before I got put on leave coz I just don't understand how you could just go around and fuck people in the institution like this is your place of employment and the things that were said to me that would happen that night was pretty reasonable that's what happened that night because he had made suggestions about that room to me.

Q73: Tell me about the statement you made in your pre-disciplinary meeting after Thanksgiving I gave into Marczewski wanting him to come over to the house before his shift, umm it stated something similar to if I just gave into them everything between Marczewski and Betancourt would stop. You felt you were being hazed and felt forced to sleep with him.

A73: That's correct. There is nothing else to say. He I worked visiting room that day. It would have been Thursday on Thanksgiving. We had first shift, first shift visiting room and I got basically I just said what are you doing after work because I just knew it wasn't going to stop. I knew it wasn't going to stop if I didn't give him what he wanted, if I just wanted to sleep with him believe me I could have slept with him months prior. I didn't I didn't want to and so when I came out of my shift on Thanksgiving from first shift I walked out at 3:45. I opened up my phone and then on Facebook Messenger I got a message from him that stated I'm on my way and I do believe I do have that still on my Facebook Messenger you think you got your wish, I'm on my way what's your address.

Q74: Alright. So I would like if this is going to be submitted as evidence. I guess I would like and those exist I would like a copy of that conversation screenshots and e-mailed to my work address.

A74: Okay.

Q75: Umm otherwise you know it, it becomes a little bit of hearsay situation but if it's

A75: Well I mean I can assure you that he was in my home and I can assure he did, I can assure you there was sexual contact involved and I can assure that after that I went into a very, very bad depression because I've never had anything like that have to happen that I, and even like it's a very shameful, it's embarrassing, and it's shameful. I will get you as many copies of what I can off the conversations as I can.

Q76: And yeah that can just be sent to my e-mail. It's the same umm it's the same e-mail that sent you the notice. I realize the content of these e-mails may violate ED #50 nature by your submitting these as evidence so there is no issue with you sending them to me. Okay?

A76: Okay. Umm I can also when I leave here and I have access to my phone I can actually just pull up the e-mail that I use and send you a screenshot of that with, so that way you have an actual screenshot of the time period and the e-mail with him so that you can better look for it.

Q77: Yeah. That would be good and then any, the more stuff you can send me that's you know complete, the better this helps us. Okay?

A77: Okay.

Q78: Umm it's just it literally is that simple because digging through e-mails isn't necessarily as easy as it would appear. Umm one last thing I have is as we are covering through the things that I've been specifically asked to look at. Umm did you make a post on Facebook something similar to the effect if you think you're going to terminate me I'm going to take you guys down with me?

A78: That's not what the post said.

Q79: What did the post say?

A79: Uh I don't remember but it was it was in regards not to that.

Q80: What, what was it in regards to then? Are you working somewhere else?

A80: It had nothing to do with my job. It had to do

Q81: What are we terminating then? I am I just I need

A81: I, I don't recall the words stating terminating. I never stated the word terminating.

Q82: Okay. But you, are you saying you never posted anything work related on your Facebook in regards to this or?

A82: I don't remember. I remember posting something but it wouldn't have been in terms of terminating. I posted something about I'll take everyone down with me.

Q83: What does that mean? And what is the context of that?

A83: Because I was going to report everything that I seen on third shift. All the people having sex here on third shift. All the things that I have seen that I have kept my mouth shut. It had nothing to do with any of that. I wasn't even going to come forward with the whole Marczewski thing. I didn't even tell my rep until after the fact of the last investigation hearing. Because I'm so embarrassed and ashamed by the whole thing. It had nothing to do with that. It, it literally had to do with all the stuff that I had seen going around here.

Q84: Okay. And do you still have a copy of that post or was that taken down?

A84: I don't know. That would be months and months ago.

Q85: Okay. If you could look at that.

A85: But that post would be relevant to this Ethan thing because this is true and you can you can ask any person that I work with that would tell you that they noticed the difference in me whenever Ethan Marczewski would work that my mood would instantly change and I would be in a bad mood, I had be crying, I had be upset, or I had go home. There's multiple people who have witnessed this and have actually said something to me about it.

Q86: Okay. Veva, do you have any follow-up questions?

A86 CALDERON: I don't. Thank you.

Q87: Alright. Umm Ms. Surprise, that wraps up the questions that I have to you in regards to what I needed to look into today. Umm I thank you for your time and the information you shared. I do know this was a difficult subject and I certainly can appreciate you coming forward with this information as I know it's not easy. Is there anything else you would like to tell us today before we go off the record?

A87: This has just, this is literally after I reported, after I reported everything through my pre-disciplinary hearing I have literally gone down a [REDACTED] spiral that is not good and I have been on negative or I have been under [REDACTED] after [REDACTED] after [REDACTED] because I have been unaware how much this was really affecting me. My doctor has been called numerous times during this time period like not now but before umm my doctor was called before because I kept having [REDACTED] at work and I just kept call or I called in a couple of times and I got my doctor's excuses because if I told her what was going on. No person should have to have should have to deal with this in a place of employment including in a place like this where we need to be on our toes so we don't get assaulted.

Interview ends at 10:01am.

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CLOSE THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:

FOR WITNESS INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- Thank them for answering questions
- Request the employee keep the information discussed confidential. This is a request only and not a directive.

FOR SUBJECT INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- State we are concluding the meeting; retaliation against witnesses because they participated, or you believe they participated, in this investigation is prohibited and subject to discipline.
- Inform the employee the State of Wisconsin provides an Employee Assistance Program. Provide the vendor web address, phone number, or provide a brochure.
- state the employee will be notified of the next steps in the process after the information is reviewed
- Request the employee keep the information discussed confidential. This is a request only and not a directive.



## EMPLOYEE INVESTIGATION REPORTS INVESTIGATORY INTERVIEW

**INVESTIGATOR INSTRUCTIONS:** Document the content of an investigatory meeting with an individual interviewed as part of an employee investigation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Ethan Marczewski			INCIDENT DATE Various	
NAME OF INTERVIEWEE (Last Name, First Name, M.I.) Fox, Eric	JOB CLASSIFICATION Corrections Officer 2	INTERVIEWEE STATUS <input type="checkbox"/> Subject <input checked="" type="checkbox"/> Witness	INTERVIEW DATE 3/24/2021	TIME 2:37pm
REPRESENTATIVE PRESENT (Last Name, First Name) None	INVESTIGATORS NAMES (Last Name, First Name) Polsin, Matthew Calderon, Veve			

REVIEW EACH OF THE FOLLOWING STEPS AS INDICATED WITH THE EMPLOYEE AND CHECK EACH BOX UPON COMPLETION

- FOR WITNESS INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING:
- Inform the employee the purpose of the meeting is to investigate allegations of misconduct in the workplace
  - State they are required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability; and if they refuse to answer they may be disciplined for that refusal.
  - Ask if they have any questions before beginning.
- FOR SUBJECT INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:
- Inform the employee the purpose of the meeting is to investigate.
  - State no decision will be made until all the facts of the investigation are considered.
  - State the employee is required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability; and if they refuse to answer they may be disciplined for that refusal in addition to any other discipline, which may be imposed for other conduct.
  - As appropriate, state either:
    - These proceeding will be recorded. You are entitled to receive a copy of the recording made during the meeting. OR
    - These proceedings are not to be recorded. If it is found you have recorded this meeting, you will be in violation of work rule 11, which prohibits unauthorized recording.
  - (FOR SUBJECT WITHOUT A REP) Remind the subject the investigatory meeting notice included the right to have a representative; since one is not present, you assume they would like to proceed without one and note it in the REPRESENTATIVE PRESENT box above.
  - Ask if they have any questions about these guidelines before beginning.
- For potential criminal investigations – read and complete form DOA-15807-G – Investigations Involving Criminal Matters (Garrity / Oddsen Warning)

**CONTENT OF INTERVIEW** – Interviews and notes are conducted in Question and Answer format.

A phone interview was conducted with Eric Fox on 3/24pm from 2:37pm until 2:53pm. No breaks. No personal rep.

Q1: Please state name, title, work location:

A1: Eric Fox ah Correctional Officer II, Columbia Correctional Institution.

Q2: All right and how long have you been a Corrections Officer II at Columbia?

A2: 2 years.

Q3: All right. Do you have a regular housing unit or shift or post that you are?

A3: I'm a second shift RAO, control RAO relief.

Q4: On Friday October 23rd in housing unit II, there was an incident with persons in our care, [REDACTED] [REDACTED] that led to a conduct report being issued. I verified in WorkLoud as well as through the conduct report itself that you were working that evening. I don't know if you had a chance to reference this report prior to the interview but are you familiar with the incident that I'm asking you?

A4: Yes, I am.

Q5: Could you tell me about what happened in your um I guess in your version?

A5: Um that evening Mr. [REDACTED] had come out to eat the evening meal um Mr. [REDACTED] had refused to lock in and was standing at the bubble door trying to get Ms. Suprise's attention in the bubble. Um she was trying to ignore him to the best of her ability but he kept knocking on the door trying to get her attention, saying things like hey

Suprise I'm not leaving until you talk to me. Things like Suprise you're going to talk to me, I'm not leaving, stuff like that. He was also like staring at her, her buttocks area and like making obscene gestures with his hands, licking his lips, stuff like that. Um he was being very inappropriate. At that point I had ah taken my own initiative to give him directives to lock into his cell um he just basically told me no. Um and again this had gone on for multiple, multiple times. Um I did contact a supervisor at that time, I believe to then Lieutenant Marczewski who was dealing with multiple issues in Restrictive Status Housing Unit I at the time. Um and said that they would ah be down as soon as they could. I did eventually get him to lock into his cell after he had told me that the issue he was having was with a cut that he had on his foot which required some like basic first aid with an alcohol pad and a bandage ah which I supplied to him and he had locked into his cell. Later on during med pass, he had done the same kind of issue with refusing to lock in um which again then authorized the conduct report.

Q6: Okay. And so, you asked for, you contacted a supervisor and that would have been Supervisor Marczewski and he was busy handling other situations at the time and couldn't assist?

A6: Yes.

Q7: And was this situation when you called him more informational at this time or emergent to the point you needed assistance on the unit?

A7: It was me basically asking him to, should I get an extra support down here or should you guys come down to take him over to another Restrictive Status Housing Unit. It was kind of basically asking for guidance.

Q8: Okay. Um was it, did any supervisor or anyone come to the unit to assist at all?

A8: No, they did not. Um like I said I called back to reaffirm that um that I was able to get him to lock in um and again I called them back during the event at med pass to let them know that due to his prior disruptions, refusing to lock in, and his, this ah sexual misconduct that he would be receiving a conduct report from Suprise um due to his actions.

Q9: Okay. In your opinion and based on your experience as a corrections officer, was it out of the ordinary or concerning to you that no one responded to assist during this at all or is this, was this just not necessary and it wasn't that sort of situation. Does that make sense at all? I'm sorry.

A9: In my opinion um the, the Restrictive Status Housing Units can get extremely busy. Um those guys can get extremely rambunctious which could tie up the supervisors for an extreme amount of time um and when the supervisors put it up on me when I was a sergeant at the time to take care of a situation which again um it did take a little bit of extra time to deal with the situation. I did handle it at the time. So if he would have you know threatened me personally or you know maybe clenched his fists or maybe became aggressive with me at any point, then I maybe would've called over the radio um but at that time no, I don't think it was unusual that they didn't come down, just a simple telephone call and speaking with them on the phone, I do believe that that was just enough, just to give the extra guidance to let them know what was going on, so if it did escalate further that they would have been able to arrive on the unit at you know at any given time.

Q10: Okay. And you've more or less answered it, but I just need two follow-ups just to be clear on this before I move forward, so um do you feel at any point your safety was jeopardized during this situation?

A10: No. I, I remained ah a very you know safe distance from Mr. [REDACTED] um, at no point like I said did he physically threaten me or did I hear any physical threats. Um if he did threaten anybody like I said that would've been something that might've been on the tier later on um during med pass. Um again I, I didn't hear anything physically coming from him. Um he didn't make any threatening stances like a boxer stance or anything towards me. Um but I did, you know was not okay with his actions towards Ms. Suprise, that's why again that conduct report was issued.

Q11: Okay. And then one more point. For clarification, your phone call was for guidance and it was not for assistance or help?

A11: No, not at all. Um I just was basically asking him you know, should I, you know be more heavy control, should I you know get an extra support to maybe you know maybe see if somebody else can come over here and get him to lock in, um like you know what, what else could I do because I know they, they were busy up there. I think that they had a couple of guys, you know again, I'm not one hundred percent, but if I remember correctly, they had a couple of guys in restraint suits and things like that that were not cooperating with directives up, up in Restrictive Housing Unit I.

Q12: Okay. Perfect. Thank you. And how would you describe the response by, or the action by Ashley Suprise to this during this? Was she upset during this or what was her like demeanor during this?

A12: Um if, if you ask me personally, I wouldn't do that, you know anybody wouldn't be you know happy about being, you know, directed sexually or looked at sexually, so her reaction I think you know of her telling him that I'm not talking to you right now, I'm monitoring meals, I'm running phones, you know things that you know, normal unit operations, like you need to go lock in, or her being you know standing at her post which is you know right at the control panel and not trying to give him any satisfaction or any direction and facing away from him you know is the way that I would do it. And if she's, the way she handled herself was absolutely correct. Yeah, and like I said that that's, that's the way that I, I, that I complimented her on, the way that she handled herself because I would've done the exact same thing.

Q13: Okay. So in terms of her interactions and everything with that, I understand what you're saying there but sort of after the fact I mean, you know so you guys are working together, was she, you know aside from her interactions and statements to this person in our care um, was she visibly upset to you? Could you observe that? Did she say this really upset her after the fact or did she have any sort of conversation like that with you, or did she leave to sort of like may be sort of decompress somewhere or anything after this incident that you recall?

A13: Yeah. Later on during the ah, it was during our, during the night, I had gotten an anonymous letter from another one of the ah the inmates in our care um that ah was stating that Mr. [REDACTED] was basically going to say that if he got conduct report, that he was going to say something along the lines of that they were having some sort of an intimate relationship or something like that. Um so when I brought it to her attention and asked her you know said that, you know I'm going to contact the supervisor about it, she did get you know visibly upset um so I contacted one of our peer supporters, which was Sergeant Carl or Sergeant Groh and she did go over to the education core which is in between unit II and Restrictive Status Housing Unit II um to, to speak with, Sergeant Groh or Sergeant Carl at the time um to talk to her to kind of you know to get some peer support um before they, ah took it to a supervisor, which I believe again was Lieutenant Marczewski at the time.

Q14: Okay. Thank you. All right, moving on. Has Ashley Suprise made any concerning statements to you about her interactions with Ethan Marczewski?

A14: Never.

Q14: Have you observed any interactions between those two individuals that you would consider concerning?

A14: No.

Q15: Has Ashley Suprise made any statements to you during the course of her employment that she felt she was being harassed by Ethan Marczewski?

A15: Not that I'm aware of.

Q16: Have you observed Ethan Marczewski make any harassing statements towards Ashley Suprise?

A16: No.

Q17: Has Ashley Suprise made any statements to you that she felt that she was not getting chosen for jobs um when Ethan Marczewski was lieutenant and she was in the support position?

A17: Could you repeat that one more time?

Q18: Sure. I, some of this, the institutional lingo is sort of challenging, so I'm going to sort of give you a description to help you understand it a little bit better. So she was um her role was um one of her, her post was I believe a support or like a utility or something and so, basically have you observed, has Ashley made any statements to you about when she is a, a utility or support officer, that Ethan doesn't place her in the tasks that need to be done and he, he chooses other people over her? Does that make sense?

A18: Honestly, no.

Q19: Okay. Basically I'm just going to read this verbatim on how it was sent to me and I'm going to ask you to make, if you understand this then, okay?

A19: Okay.

Q20: Um so, okay have you ever been a support officer?

A20: Yes.

Q21: Okay. When you're a support officer, how does your, your work for the day get assigned or like how do you get assigned?

A21: You're in, you're basically at the will of central control and the supervisors. You, you do have some daily post orders depending on which support position you are but other than that, you're at the whim of central control and the supervisors.

Q22: Okay. And between those 2 entities, they choose where you go for your shift?

A22: Yes.

Q23: All right. And do you know to their knowledge what the discretion is for choosing people to go to certain positions?

A23: No. It, it's basically, when I first started as a correctional officer, they, you know during your OJT they do go around on the housing units and they put you in the best position which like your, your capabilities are. If you're better in a seg unit and you, and you are a better officer in a seg unit than you are in a general population unit, they put you in where it best suits you, where your strong suits are, like if you're not you know a good talker with inmates you know they may put you in the barracks you know where you don't have to have so many interactions with them, they're more free rein. You know if they put you in a segregation unit with a little bit more high maintenance you know you have to have more interactions with them, you know that, that was me. I was basically in segregation most of my, most of my first year or so here. And then when, when you asked me that question ah the question about her being placed in different spots, to me that, that I have no idea what, what that's about.

Q24: Okay. So let's just say, now you say you have existing, you have post orders in that position, but control and the supervisors may move you to other spots based upon need, correct?

A24: Yes.

Q25: What are those, what are those initial post orders?

A25: Ah just again, it just really depends on what post that day you're on um. I mean 51, 52 and 53 our three main, supports, all have different post orders so um each one, like 51 on second shift has the perimeter-tower route, um.

Q26: So is it like you would do those, oh, that would be your task for your shift unless you're told by a supervisor to work another post?

A26: I mean, just to be quite honest with you, I mean I would have to review them to know them a hundred percent um I don't know them off the top of my head.

Q27: The knowledge of the actual post orders isn't what's concerning to me, so that's really a non-issue. I guess, I guess what I'm trying to understand is so let's say you're in those posts that you talked about. Are you doing those tasks that are assigned in the post orders whatever they may be unless a supervisor or someone in control tells you to work a different post, is that how that works?

A27: Yes.

Q28: Okay. So that's, so let's, let's take that. So, has she ever made a complaint to you, Ashley Suprise, that there were, she was assigned as a support, okay, and instead of doing the post orders, supervisors chose other people over her for the other posts that needed filling. Did she make any statements to you about that?

A28: Honestly I don't, I don't recall.

Q29: Okay. Thank you. I'm sorry it took me a little while to sort of make that easier for you to understand, maybe.

A29: That, that's okay.

Q30: With a little more time I could do a little bit better job but I think, I think we're on the same page with that and that's perfectly okay if you don't recall anything about that.

A30: Okay.

Q31: That wraps up the questions I have for you today. Um, Veva, do you have any followup questions?

A31 Calderon: I don't. Thank you.

Q32: Thank you. Is there anything else about more or less what I asked you today um that you'd like to tell us that we haven't already asked at all? I guess are we missing anything do you think?

A32: No. Honestly the only thing that I can tell you is I really only have worked with Surprise maybe on 2 occasions and the one that you're referencing with Mr. [REDACTED] was the first time that I had worked with her, and the second time was on housing unit 5 and we had no issues.

Interview ends at 2:53pm.

---

CLOSE THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:

FOR WITNESS INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- Thank them for answering questions
- Request the employee keep the information discussed confidential. This is a request only and not a directive.

FOR SUBJECT INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- State we are concluding the meeting; retaliation against witnesses because they participated, or you believe they participated, in this investigation is prohibited and subject to discipline.
- Inform the employee the State of Wisconsin provides an Employee Assistance Program. Provide the vendor web address, phone number, or provide a brochure.
- state the employee will be notified of the next steps in the process after the information is reviewed
- Request the employee keep the information discussed confidential. This is a request only and not a directive.



Wisconsin Department of Corrections  
Governor Tony Evers | Secretary Kevin A. Carr

March 17, 2021

Delivered In Person

Ethan Marczewski  
Supervising Officer 1

Dear Mr Marczewski,

This is to inform you that effective immediately, you are being placed on administrative leave with pay from your employment as a Supervising Officer 1 at Columbia Correctional pending the outcome of an investigation of alleged misconduct.

This administrative leave with pay is effective immediately and until further notice. Your scheduled hours of work will be 8:00 a.m. to 4:00 p.m., Monday through Friday, except holidays (if this administrative leave is in effect during legal holidays, we will use available leave to cover the holiday). During this time you are directed to remain available and have the ability to report to Columbia Correctional Institution in the event you are ordered to attend a meeting.

You have indicated you can be reached by telephone at your phone number of [REDACTED]. If this is not your correct phone number, you are required to clarify it upon receiving this letter. Failure to be readily available during these hours may subject you to disciplinary action. If for any reason you will not be available by phone at your home during these hours, you must notify Erica Healey, Human Resources Director. If you are unable to speak with Erica Healey directly, you must leave a message on voice mail at 608-742-9120. In the event the employer tries, but is not able to contact you during the hours indicated, you will be removed from pay status. In addition, any pre-approved scheduled vacation time will not be cancelled while you are on administrative leave. In those instances, you will be removed from administrative leave and the appropriate leave time will be used to cover the pre-scheduled days off.

During this administrative leave all Department of Corrections Rules/Policies still apply. You are directed not to access the workplace or any resources normally accessible in the workplace without specific direction or approval of your supervisor or his/her designee. We also request you refrain from contacting your co-workers.

You will be contacted by appropriate DOC management staff as to the time and place of any meetings or proceedings and will be expected to cooperate fully by providing complete and truthful information in all phases of the process.

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 FEI Workforce Resilience, 866-274-4723, or <https://www.feieap.com> – use [REDACTED] as the username.

Sincerely,

Larry Fuchs  
Warden

cc Supervisor  
Human Resources  
Investigation File



Wis. Stats. s. 111.321  
 Wis. Stats. ss. 230.04 (13m) & 230.34 (1)(a)  
 2019 Executive Order 1

## RESPECTFUL WORKPLACE COMPLAINT

Instructions: To file a complaint under the *Wisconsin Human Resources Handbook* Chapter 440 – Respectful Workplace Policy and Complaint Procedure, complete this form and submit it to your EEO Professional or a member of management.

**By completing this form, I acknowledge that the information contained within the complaint is complete and truthful.**

Contact your EEO professional if you need assistance completing this form. If completed by hand, submit additional pages as needed.

Complaint Information	
Complainant Name Ashley Surprise	Date Submitted 10/15/2020
Job Title Correctional Officer	Immediate Supervisor Name Supervising Officer One Bradley Morgan
Agency/Division/Institution DOC/DAI/CCI	
Preferred Phone Number 608-742-9100	Preferred Email Address ashley.suprise@wisconsin.gov
Preferred Mailing Address 2925 Columbia Drive Portage Wi, 53901	

Complaint Details
1. Basis for Complaint: <input checked="" type="checkbox"/> Bullying <input type="checkbox"/> Discrimination <input type="checkbox"/> Harassment <input checked="" type="checkbox"/> Hostile Work Environment <input type="checkbox"/> Retaliation
2. Check the categories (if any) that you believe may have contributed to the incident(s) in your complaint.
<input type="checkbox"/> Race <input type="checkbox"/> Sex or Gender Identity/Expression <input type="checkbox"/> Veteran Status or Military Service <input type="checkbox"/> Color <input checked="" type="checkbox"/> Sexual Orientation <input type="checkbox"/> Arrest/Conviction Record <input type="checkbox"/> National origin (ancestry) <input type="checkbox"/> Pregnancy or Birth of a Child <input type="checkbox"/> Genetic Testing <input type="checkbox"/> Age (40+ only) <input type="checkbox"/> Marital or Familial Status <input type="checkbox"/> Honesty testing (polygraph) <input type="checkbox"/> Religion (creed) <input type="checkbox"/> Disability <input type="checkbox"/> Political Affiliation <input type="checkbox"/> Physical Condition <input type="checkbox"/> Developmental Disability <input type="checkbox"/> Use or nonuse of lawful products off-site during nonworking hours <input type="checkbox"/> I filed a discrimination complaint previously <input type="checkbox"/> I participated in an investigation <input type="checkbox"/> My employer thinks I participated in a complaint or investigation <input type="checkbox"/> I opposed discrimination in the workplace <input type="checkbox"/> I declined to participate in religious or political matters. <input checked="" type="checkbox"/> Other: Being a Blonde Female Officer, I would explain it as a powertrip of authority from a person in a position over me.

3. Provide a brief description of each incident that you believe violated the Respectful Workplace Policy and Complaint Procedure (WHRH Chapter 440). Include the nature of the complaint, date the incident(s) occurred, the person(s) who engaged in the behavior, their relationship to you, your reaction to the incident(s), and a list of witnesses who you feel would be able to confirm your allegation(s) or who may have experienced similar treatment.

Statement: I feel that Sgt. Betancourt has some type of ongoing issue with me possibly stemming back from an incident in April 2020 in RH2; whereas, I refused the meds in EMR per instruction by the shift Sgt (Vasilevski) after learning that meds were never offered on a tier I was instructed to stay off of, A-lower tier, by the shift Sgt. After confusion with EMR, Sgt. Betancourt had to go to the unit and offer the meds to the tier on 3rd shift. It was then complained about and broadcasted to anyone that would listen. I had tried to explain to her what happen and she dismissed and would not listen to what I said. Since this occurred, any type of interaction with her has been less than pleasant. There is people here I don't particularly care for, but I still work with them as a team. Back in June I can't remember the exact date, while I was finishing a report after my 2nd shift was complete, Sgt. Betancourt was discussing with other supports that her officer just called stating that an Inmate informed her on a round he didn't receive his meds. She made sly mark jokes to the other supports about checking EMR and if they were marked as refused. This occurred in June and the joke took place in the squad room.

Q:Who were the other support Sergeants?  
 A:I don't remember.

Q:The date range of less than pleasant behavior from Sergeant Betancourt is from April 2020 to current?  
 A:Yes

Statement: While I was in visiting 2nd shift July 21, I received a phone call, right at the hour mark from Officer Quick who was recreation Officer asking for Officer Brenneke. After telling her she was not there, she demanded to know where she was. I told



Wis. Stats. s. 111.321  
Wis. Stats. ss. 230.04 (13m) & 230.34 (1)(a)  
2019 Executive Order 1

her I don't know where she was, but she is not in visiting and then she hung up. After several hang up calls over the next hour or two Sgt. Betancourt then called me and asked for Officer Brenneke on the top of the hour. I told her she was not in visiting. That should have been sufficient. Instead she kept me on the phone arguing with me and said she is supposed to be there. Betancourt said "are you surrrrrrrrrre she isn't there?" I said yes I am sure and hung up. Why wouldn't the first response been sufficient. I didn't not have time to continue to repeatedly answer the same question.... I had already given an answer to her. At the beginning of the hour it is a very busy time as it is when all over a zoom visits are scheduled to start, we have inmates coming into the VR, we have to connect their meeting, connect the calls as this is when the visitor's also starting calling in and then verify all of their visitors with Id's etc. Part of my job is to get all of this in WICS and verify then that they are on the list. I do not have time for BS. She called me back immediately and threatened me for hanging up on a Sgt. being disrespectful stating that she would take me to a white shirt to address this issue and my attitude and would be writing me up. I told her I need to go I have visits I need to initiate. I also had another call by a male voice asking for Brenneke I could not identify. I later learned that Brenneke only works on the weekends. She is not a visiting room officer so I do not even know why I would be called asking for her let alone in the middle of the week. I went and checked the schedule in OTS, Brenneke was not on that either. I had informed Lt. Marczewski of what happened.

Q: What did Lieutenant Marcewski say?

A: He said I needed to ignore childish behavior of other staff.

Q: Was there a witness to this occurring? Schaetz was in visiting with me.

A: I called Parenteau and told him about it but he didn't witness it.

Q: Do you think Correctional Officers and Sergeants at CCI are able to view who is working on a certain day and where they are working on some version of a schedule?

A: Yes, on OTS for someone on overtime and schedules are posted in the Groups Postings folders these schedules are posted before Prehire overtime and after. Support staff also get a copy of the schedule as does the control staff.

Statement: I worked 3rd on HU8 that night July 21st with Sgt. Nguyen as the unit Sgt. He had come on unit to bring me something and Sgt. Betancourt was with him. As they walked in she grabbed from him the item they were bringing and walked it to the bubble door. That is the first time she had come on my unit while I was working third. From how it appeared from my perspective is that she intentionally wanted to make her self-known on the unit I was working. She took her time leaving using the phone. This happened at least two more times at different dates after this, where she came with him walking into grab the items for the captain's office. She has zero reason to be on HU8 because her post is RSH2 Sergeant. If they are walking together, why is she coming into the unit as if she is the complex Sgt. It isn't happening on any other unit to my knowledge.

Q: Did Sgt. Betancourt say anything to you during this interaction?

A: No, she walked straight up to the bubble door and handed over whatever the item was. I perceived the way she walked being aggressive, it was so aggressive and concerning that I called [REDACTED]. I wanted someone on the phone in case something escalated, I called Sgt. Ziegler.

Q: What did Sgt. Ziegler say about what he saw?

A: He said he paid attention and was watching to see if something escalated.

Statement: I worked housing unit 5 with Poline whom is Betancourt's best friend/roommate? She never even spoke to me. It was the first time I have ever seen or met her. That night was a dumpster fire on housing unit 5. It was so frustrating, I told the inmates who requested something when they did not have whatever was requested coming or were not allowed for obvious reasons the answer to the request was NO in front of the bubble door she would hear what I said and then tell them yes. If Poline did not hear me say no, I called her on the phone several times and told her I had told the person No and the reason why. After our issues that night, I freaked out because now I am going to have to deal with the "wrath of Betancourt". It is not that I am scared of her, I am at my place of work that poses enough danger. Then I was scared to call for Lt. Bortz to inform him of the dumpster fire we were having because I know him and Betancourt are good friends. It felt hopeless working with Poline.

Q: Were there any witness's to this evening?

A: Yes, Sergeant Vires, Officer Jahnke, and Officer Kerstner There was someone else who came on the unit and said to the effect "what the hell is going on" they were referring to the unit not running smoothly and inmates in the shower while meals were being offered.

Statement: I obviously can't prove it was Betancourt, but coincidentally after the July 21 incident, including on third shift overtime because my scheduled shift is on second. I was getting calls constantly and the person on the other end was hanging up. The one night I was fed up and called around to the posts and the staff I spoke with stated that no one had called. It was mostly veteran staff working that night.

Q: Were there any witness' to the hanging up?

A: No

Statement: If I have been on third working housing units 1 or 2, while Betancourt is RSH2 Sergeant either she doesn't even come on the unit, or she comes by herself right after shift change quick, [REDACTED] the bubble and doesn't do a round on tiers just uses the [REDACTED] on the bubble and leaves. When she leaves I don't hear from her again.

Q: When she shows up [REDACTED] the bubble and leaves how does this make you feel?

A: It makes me feel like I don't matter, and that she doesn't want to talk to me, doesn't really care how things are going or if my work is completed, or if my work was completed in a satisfactory manner. I have worked unit two on first shift a lot on overtime and I would say 90 percent of the time boards are not updated on third shift little thing like that on the unit are not getting done, information is not properly prepared for follow on shifts bathroom is not cleaned and mopped and I feel that some of that is her



Wis. Stats. s. 111.321  
Wis. Stats. ss. 230.04 (13m) & 230.34 (1)(a)  
2019 Executive Order 1

responsibility to ensure these duties are being completed. Any other complex Sergeants on third shift the Sergeants Male or Female will speak to me for several minutes and even do rounds on the tier to help out.

Q:Has this been reported to a shift supervisor?

A:I have talked UM McMartin, Capt. Julson, Lt. Sanneh that stuff on third shift was not done.

Q:Have you reported Betancourt not speaking to you or not interacting with you to a supervisor?

A:Not until right now.

Statement: On Thursday October 8th I was working HSU [REDACTED] on third shift. Sgt. Chetnik had come into HSU and wanted to include me in the [REDACTED] and had me opening and closing the cell door. Every time I would try and get into the corner to insert the key to open the door, Sgt. Betancourt was in my way and I was unable to get to the key in the hole. This also felt intentional with her knowing I have to open the door. I think she was repeatedly trying to block me.

I had gone into the cell I believe for the [REDACTED] check. As we were backing out, I didn't know what she was doing, she was sticking her backside out and positioned her body oddly while holding the shield over the person we were checking on when we were exiting out of the cell. I didn't understand how I was supposed to back up with her like that. I didn't want to be stepped on and I just tried to get out from behind her and out of the [REDACTED] cell. Regardless of what happened, while Capt. Chatman was talking on camera after we exited, she said in a really snarky voice something of the effect to "Suprise, next time..... try backing out with me". That is in the video and could be heard in the background of [REDACTED]

A few minutes after 3:00 a.m. all the supports met Capt. Chatman for [REDACTED] that was completed of [REDACTED] while he was in [REDACTED]. I had waited for [REDACTED] but it wasn't [REDACTED] and everyone was there to go into [REDACTED] cell. I opened the door and while they were in the cell, my phone rang for several rings so I quick went to the phone to answer it. Lt Schlachter wanted me to put my housing unit [REDACTED]. I quick [REDACTED] and returned to the cell. It took probably 30 seconds, as I walked back around the corner Betancourt said in another very snarky voice "come on Suprise..... we are kind of waiting on you." Again while the video was recording. No one else said anything snarky. Two of the supports said after, you had to go enter [REDACTED] huh. They knew without me even telling them that I had to [REDACTED]

Q:How did this comment make you feel?

A:Embarrassed belittled, like I was being criticized in front of an inmate.

Q:Do you remember who was present when this occurred?

A:I don't know but the [REDACTED] was on video, Sergeant Xiong, Chentnik, [REDACTED] and Capt. Chatman. I think Sergeant Steely.

Statement: On Thursday, October 10th Hu5 third shift. I worked HU5 second and third shift. I thought Lange had meant he was my Sgt. that night when second shift ended and he said I am here tonight I will see you in a bit. When the second shift officer left he took the radio and Lange brought it back at the start of shift as it is supposed [REDACTED] During the chaos of the evening that I could hear over the radio I called Control and asked Hinickle if Lange was my Sergeant. When I spoke with Sgt. Hinickle I could tell he was really busy and probably wasn't paying attention and said yes. I asked him what radio Lange was and he said 53.

While doing a round Forrest, Tommy stopped me and [REDACTED]. I tried to communicate with him because I know they hadn't gotten his [REDACTED] yet from rh2 and wanted to see if that was why he [REDACTED] or if it was his cellmate; however he just wanted to go on [REDACTED] and didn't want to be there in hu5 as he just got kicked out of rh2 a few hours earlier. I had no one to call due to everything being so hectic. Both line supervisors were dealing with the chaos of that night, including two emergency trips coming back, bed checks and responding to multiple things in RSH1 and RSH2 and HSU with all supports. I heard it minutes before I went on the tier over the radio.

I called back to control and I asked Hinickle if they were all still busy and he stated yes.

I had waited a few minutes and had called Hinickle again as part of my chain of command. He waited until Schlacter was done [REDACTED] and paged him to call me. I explained the situation with Forrest and he sent Lange over as that used to be his unit and he has some rapport with Forrest. I was assuming he was my Sergeant because of what Lange said to me at end of second shift and because of what control said and the fact that Schlacter sent him to my unit that Lange was my Sergeant.

Lange had left and they had to go up to RSH1 for another incident and I never heard anything back after that. On my next round I knew Forrest [REDACTED] for attention. I was listening to them talk through the speaker. So I radio for Schlacter as he was handling the situation from the previous call to RSH1. He calls for supports to meet him on the unit. Prior to him getting there Sgt. Chetnik and Betancourt arrived. Chetnik came to the bubble door and said why didn't you call me? I was utterly confused and getting up to talk to her when Betancourt walks over to the bubble door and starts reaming my ass out through the window for not following my chain of command. I need to call Chetnik not Lange and asking me if there was a reason I didn't call my Sergeant to notify her. I tried to explain to her and she yelled at me for raising my voice. It was loud in the bubble from the tier speakers', there was an unnecessary loud static, the inmates being loud on the tiers and the fan blowing and trying to talk over all that on my end. I wasn't aggressive in my tone. I am not sure why she felt the need to ream my ass out, this is not her complex for starters or to address it in that manner a minute before going to the tier to remove someone from a cell in the middle of the night does not seem appropriate.

Q:How did she ream you out?

A:She was yelling at me for not using my chain of command, and she was yelling that I needed to call my Sgt. First and not just call a supervisor. I did not call the supervisor Hinckle did and I called him because the Lieutenant and Captain were busy.

Q:How did this make you feel?



Wis. Stats. s. 111.321  
Wis. Stats. ss. 230.04 (13m) & 230.34 (1)(a)  
2019 Executive Order 1

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A: Like I was a new officer who messed up really badly. Even though she didn't know the whole story, I felt embarrassed and belittled.

Q: What did Sgt. Chentnik say or do while Betancourt was yelling at you?

A: She didn't say anything she was shocked that Betancourt was yelling.

Q: Did you report this yelling to a shift supervisor?

A: I did, I called Captain Chatman and told him about this

Q: What was Captain Chatman's response to this?

A: At first he said that I need to follow my chain of command, but when I told him about who I thought my Sergeant was and that Hinckle was the one that made the call to Lt. Schlachter over the radio that it made sense.

Q: Did Chatman say he would address the yelling with Sgt. Betancourt or did he say that he would follow up regarding the miscommunication?

A: Yeah, he said that he would address it with her, I asked if he could inform her of the entire situation. Chatman did call me back after that and offered me an intake interview and I declined it and said that I would request it with Capt. Judd. Chatman Offered for Lt. Schlachter to do it, I told Chatman that I emailed Judd and asked to do it.

Statement: I just want to say this about Betancourt yelling at me, I had just started working my overtime on 3rd whereas previous to this I always worked first and second shift. I do not know what Sgt. goes to what complex other than the obvious 173 and 131. I didn't even know what units 46 and 53 are responsible for. Let alone that on this night it was only 53 on third. In addition to most nights on 3rd we are severely understaffed and a majority of the posts are collapsed with one Sgt. running a few of them so its almost impossible to figure out who is here and who my chain of command is.

Sgt. Chentnik had come back to talk with me after the escort of Forrest off to [REDACTED] and I had explained to her I had no idea she was my Sgt. and I apologized for not calling her. She said she figured there was a reason and she wasn't mad. We both agreed with her being intake and up top dealing with that there would have not been a whole lot she could have done to begin with. She also said that Betancourt was out of line for the way she spoke to me and she wanted to make sure I was okay.

Q: When you asked for this intake interview you mentioned Betancourt being friends with people and you didn't feel comfortable doing the intake interview in fear of retaliation from others against you. I offered you to do the intake with Lt. Bortz and you declined saying that he is friend with Betancourt. Can you please describe whom you perceive that you will be in fear of retaliation from?

A: Lt. Bortz he is friends with Betancourt, Officer Quick, Sergeant Poline, Sergeant Lloyd.

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4. Have you, or anyone else, asked the person engaging in this unwelcome behavior to stop the behavior?

Yes  No

If yes, explain who asked, when, what was stated, and what the response was.

I can't have a conversation with her, she cuts me off and she is too aggressive.

---

5. Have you attempted to resolve your concerns before filing this complaint?

Yes  No

If yes, describe all efforts you have made. Please include the dates, the person(s) you involved (e.g., a supervisor, HR, etc.), the manner (e.g., written, verbal, email, etc.) and their response to your concerns.

I did ask Sergeant Carl for her advice regarding the harrasing phone calls regarding Brenneke in the visiting room. She told me that its childish behavior and that they were being immature and that I needed to let it go and if it happened again I should report it.

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6. Have you filed any other complaints either within your agency or externally (e.g., ERD, EEOC, etc.) related to issues or persons referenced in this complaint?

Yes  No



**Wis. Stats. s. 111.321**  
**Wis. Stats ss. 230.04 (13m) & 230.34 (1)(a)**  
**2019 Executive Order 1**

If yes, list the date and agency with which you filed the complaint.

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7. How do you think this issue could be resolved?

I don't know, I don't think mediation would be helpful, I feel that she is a bully and there is no changing it.

**FOR OFFICE USE ONLY**

Date Received: 10/15/2020

Received By (name and title): Healey & Fuchs

Completed by (if other than complainant)

Complaint Number:

**Archived:** Monday, March 1, 2021 8:42:23 AM

**From:** [Judd, Terrence C - DOC](#)

**Mail received time:** Mon, 1 Mar 2021 14:29:56

**Sent:** Fri, 2 Oct 2020 07:16:20

**To:** [Healey, Erica M - DOC](#)

**Cc:** [Garceau, Kevin R - DOC](#)

**Subject:** Intake Offered and refused by Officer Surprise on 10/01/2020

**Sensitivity:** Normal

**Attachments:**

[October 1, 2020.msg](#); [3 things.msg](#);

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Concerns were reported by Officer Surprise on 10/01/2020 while working on HU5, shortly after Sgt. Hitz, and Officer Moore both on the behalf of Officer Suprise related to her being upset on Housing Unit Five.

**Chronological chain of events:**

I spoke with Sgt. Poline who was working housing unit five as the Sergeant and she stated that the housing unit was running behind but declined assistance and help with completing scheduled tasks. Poline said she offered Surprise assistance to call control and Suprise told her not to call.

Approximately 1 hour later Suprise called and stated that she was upset and wanted to go home because she couldn't handle the housing unit any more. She told Bortz she thought the supervisors wanted her to quit. Suprise stated that she made the decision with dispensing medications at cell front because nobody was listening to her and that inmates were getting in the shower and on the kiosk.

Kerstner a support officer was dispatched to the unit to assist temporarily.

I spoke with Sgt. Poline who stated she wasn't sure what was going on with Suprise but stated that she had left the unit to go to the HU4/HU5 core and she thought that was a contributing factor in being slightly behind.

Myself and Bortz went to the housing unit and assessed what was taking place. Medications were being dispensed, initially they were being dispensed on the tier as Surprise thought there was no control of the housing unit. Bortz directed them to completed medication in the dayroom this was taking place upon entry. Kerstner assumed responsibility of the housing unit. Bortz, Poline, Surprise, Me went to the core at which point a brief discussion occurred, mediation was offered both employees agreed to writing down three good things and three thing that need improvement. I encouraged them to communicate with each other and work to run the housing unit together to enhance our communication and effectiveness. They agreed to doing mediation a short while later after count had completed and on the following shift.

While completing rounds, Surprise stated that she is fearful of retaliation of Poline and others to include supervisors and Warden Fuch's she spoke about frustrations of being on Admin leave from RH incident, and then to Sgt. Rowton (former employee) Sgt. Betancourt being friends with Sgt. Poline and Betancourt hating her and then was stating that people would retaliate against her if she spoke about it. I offered her an intake and she refused to complete one and when I offered an intake she spoke poorly of Marcewski and Julson and stated she told them about issues and they did nothing and that when she did complete intakes they had changed what she had said. I explained that she could read everything line by line and verify it was what she wanted to say. She declined the intake interview, when I offered for Bortz to do it as he was also working the shift she stated that he had it out for her as well.

**Follow up recommended:**

Surprise was offered optional mediation, accepted, then during unannounced rounds-declined, then spoke about concerning subjects and was offered and refused an intake interview.

**Offer an Intake interview again, and mediation.** Schedule mediation to be completed by two supervisors.

Poline was offered optional mediation and stated she would do it.

**Confirm that she is still willing to participate in mediation.** Schedule mediation to be completed by two supervisors.

Attached are the 3 good things and 3 things that need improvement that I think would have been a very good start with a mediation session. I was going to do the mediation with Lt. Bortz and resolve this at the lowest level but then Surprise stated she didn't want to be retaliated against and then refused to do what I explained was optional.

I think that there are some communication issues with Officer Surprise and if I recall correctly she is on specific PPD's and I think that this needs to be documented in her PPD's I'm sorry that I can't remember if it's Schultz or Pitzen.

**Archived:** Monday, March 1, 2021 8:42:38 AM

**From:** [Judd, Terrence C - DOC](#)

**Mail received time:** Mon, 1 Mar 2021 14:30:11

**Sent:** Mon, 26 Oct 2020 10:32:55

**To:** [Healey, Erica M - DOC](#)

**Subject:** FW:

**Sensitivity:** Normal

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This is an email from Surprise I received this morning and I called her to get some more information.

She wants to report the below information Lt. Bortz and Lt. Marczewski didn't move a person who was being inappropriate (Surprise thinks that this is in retaliation because of Bortz being friends with Betancourt, subject of recent intake).

Second point is referring to Bortz calling Surprise to order her.

Third point is referring to how Surprise thinks Betancourt isn't doing her assigned duties and ensuring the Officer is completing tasks on third shift.

Do you want me to offer her another intake interview, if this is continuation of the previous information? Or can this be added?

---

**From:** Surprise, Ashley N - DOC

**Sent:** Monday, October 26, 2020 5:01 AM

**To:** Judd, Terrence C - DOC <Terrence.Judd@wisconsin.gov>

**Subject:**

Good Morning/Evening Captain Judd,

I have a few things I wanted to talk to you about.

I don't understand why they wouldn't just come take [REDACTED] Friday night? Fox and I both were threatened by him with self harm if we didn't get him what he wanted, ICE's and PREA prior to all that other stuff. Shirts were notified and so was psu.

We kept calling about [REDACTED] and they said well just shut down all unit operations then and note it in the log book. As much as I dislike doing the phones and kiosk that isn't fair to the tier/unit that should have had their phones. I continued with unit operations and was still able to get the phones to those who had it coming. Sgt. Fox handed Sgt. Carl and I a "snitch note" from Lindsey Leighton HU2. Sgt. Carl and I talked with Lt. Marczewski about it and handed it over to him. I followed up with Captain Julson (Saturday) about the ticket looking for suggestion on how to structure it and what to specifically include because Lt. Marczewski said not to include the note; however Carl, thought it should be mentioned. Captain Julson had no idea and didn't see the note anywhere and there was no mention of the note or issues with [REDACTED] from either supervisors shift before? I specifically requested that be sent to Pitzen in case something would come out of I/m [REDACTED] writing an ICE or PREA. Is that note even anywhere to be found?

-----

This was a really bad night. I ended up calling Sgt. Carl for FTO/Peer support and was relieved. She recommended I follow up with you specifically regarding these additional two incidents since the intake, just to get them documented. I received a call from the other line supervisor that is friends with that individual. It was a pretty rude call in an attempt to order me. There also was another incident with that individual last Friday.

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Sgt Carl also suggested I speak to you about 2, specifically unit 2 and stuff not being down on third. I work down on those units a lot. They are honestly my fav two GP units to work. Ms. McMartin will tell you, I am very consistent on them and know the units very well and normally don't have major issues like [REDACTED] just minor issues that I can resolve. Ms. McMartin actually sent me an email thanking me for taking the extra step, organizing and updating the units about a week ago when I have been working them. As especially 2 has no regular sgts besides the 3<sup>rd</sup> shift.

Friday, 10/23 when I came in the boards, panels and even log book were all incorrect. A-upper tier board stated 16 for the count, with only 13 names even listed; however, 2 were tlu'd in rh2. The printed auto roster said something different too. The actual auto roster file was not correct either. Literally the upper boards, control board cell labels, sign-up sheet, printed out roster and transfer book all said something different from one another. The control board cell label had i/m names in expo marker that had rubbed off. No indication of the one TLU that's on unit who I believe was given a shower on 1<sup>st</sup> without treating it as a TLU and locking the tier down just based on the fact he was on the signup sheet for phone/kiosk etc and that also did not indicate TLU. I tried using the transfer book; however transfers were incomplete with cell numbers missing and some moves that were NOT even in there. This was not a one shift mess, this was compiled over several days. I worked 2 a lot with Baker and this was constantly what we would come in on 1<sup>st</sup> shift too.

When getting razors ready, I noticed a bunch of broken razors hung up on the board. I had 3 razors in the box, the other bag had been sitting empty for over a week with the last date a razor take. I replaced a few of the razors on sign up and did speak with Lt. Marczewski about this also. Third shift should be replacing these razors. I don't understand why officers over on units 1 and 2 aren't making sure everything is updated on third shift especially and printing these. Pass logs are also not being made at times. When I have been dropping off passes, I have been nicely asking the new officers if they know how to make pass logs as there was no movement during the OJT; however, they all have told me they do. I have seen property bins on hu1 and hu2 sit in the interview rooms from a few days waiting to be inventoried. Friday was the worst that I have ever seen 2.. Shouldn't this be getting checked to make sure it's being done on third shift

((When I work housing units on 3<sup>rd</sup> shift, I update and print: signup sheets, alpha roster, wings, board rosters, sanctions lists and sanction reports etc. special handling for medical showers, ice, shoes. Go through the razors and pull razors for i/ms that moved units and place them by the mail. I even spent 2 hours redoing the entire razor board on 2 and including a correct/accurate count for the unit board and disposing of several i/m's razors that MR'd or transferred months prior. I get 6-8 area searches done easily. I go through the med-cart and pull meds for inmates who left unit and have it taken to HSU or unit. And pull any KOPS in med cart for first shift to hand out etc. This stuff takes me at most an hour and half throughout the night.))

Suprise





# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

Confidential: Intake Memo

Date: 04-25-20

To: Warden Novak

From: Capt. Julson

Re: Surprise Intake Interview

### Contact

On February 24th 2020, CO Surprise, Ashley informed Writer (Capt. Julson) of an ongoing incident that has been going on since 03/30/2020. Writer determined that the reported incident could be in violation of ED 5 and that more information needed to be obtained on what happened. Writer informed Co Surprise that she would be called to the next hour to speak about it.

### Interview Summary

Capt. Julson and Lt Sanneh met with Co Surprise in the CCI security supervisor's office at 10:27 a.m 04/25/2020. Co Surprise declined having a witness for the interview as Writer explained the intake process along with the steps that would place once the information was gathered and forwarded to the Warden.

Co Surprise reports that the last week of her OJT she was asked by Co Sullivan 3<sup>rd</sup> shift Hu9 how she knew Sgt Ziegler. Co Surprise was then informed by Sgt Ziegler a few days later (04/02/20) that Co Sullivan had continued to ask him if she was a stripper.

The next day 2<sup>nd</sup> shift RSH2 (04/03/20) Co Surprise reports that Co Rohwer stated that he," is going to contact Co Ziegler to hook him up with some good strippers". Co Surprise reports that she thinks she was joking however this was the same conversation with Ziegler and Sullivan. She reports that it made her immediately uncomfortable. She states that Co Rohwer then asked her if she was a stripper and stated," that it is ok if you are a stripper". Co Surprise reports she felt like Co Rohwer was pressing for an answer the same way Co Sullivan was. After work this day, Co Surprise stated that she was pretty upset about what was said to her and didn't want to come into work the next day. She reports to have posted her credentials on Facebook about being accepted to the Chicago Police Department. This included all certifications, accepted license and certifications. She did it to prove that she worked there.

On April 14th 2nd shift Co Surprise was informed by inmates (cannot remember names) that Co Ross and Co Mayfield were discussing things that happened with me at the CTC academy specifically on [REDACTED]. Details included on how ugly she looked without makeup and that her face had broken out and how red it was. The inmates told her that Co Ross and Co Mayfield referred to her as a "meth head". The inmates stated to her that they herd her hair extensions were exposed. The inmates also said they were told that she had track marks on her face. Co Surprise states that the inmates knew everything that happened to her on [REDACTED] at CCI. Co Surprise reports that these are very specific details that the inmates would not have known. Co Surprise informed me that Co Ross and Co Mayfield were both in her [REDACTED] group. Co Surprise reports that the next day on the B-side RSH2 an inmate yelled out "are you a stripper Surprise"? Co Surprise states there was a few more times that she was referred to as a stripper by inmates in RSH2. This same day a support staff (unknown name) stopped by

RSH2 and stated, "did Ziegler sell you out". Co Surprise states after all this she was pretty upset. Co Surprise reports she didn't know how to handle all of this. Co Surprise addresses that she is now worried how people look at her in the workplace at CCI.

On April 20th 1st shift Co Surprise reports that Inmates in RSH1 were referring to her as a stripper. Later in the shift she was informed by Co McGraw that Sgt Sedevic had asked if she was a stripper. Co Surprise reports that later in the day she talked with Peer support Sgt Cascadden at the beginning of 2<sup>nd</sup> shift to talk about the incidents. She reports also talking with Peer support Sgt Carl the next day as well.

Co Surprise would like this actions to stop however not want discipline to be involved with the outcome.

Co Surprise was informed that after the Warden Reviewed the information, she would decide one of the three things: that the complaint does rise to the level of harassment or discrimination and the matter would be investigated; that the complaint does not rise to the level of harassment or discrimination but there are other concerns raised and those will be looked into or complaint does not rise to the level of harassment or discrimination and there will be no further action at this time, but the institution will continue to monitor.

After the process was explained, Co Surprise filled out a DOC-1282. Co Surprise was issued a copy of Executive Directive 5, and was given FEI and peer support which she declined. Co Surprise was advised about retaliation and report it a supervisor.

## INTAKE CHECKLIST

COMPLAINANT LAST NAME Co	FIRST NAME Ashley	POSITION Correctional Officer	DATE COMPLAINT RECEIVED 04/25/2020
RESPONDENT(S) LAST NAME Sullivan, Rohwer Ross Mayfield	FIRST NAME Jeffrey, Dustin Ashlee Jesseca	POSITION Correctional Officer Correctional Officer Correctional Officer Correctional Officer	DATE OF INCIDENT 03/30/20-04/22/20
INTERVIEWER NAME Michael Julson			DATE OF INTAKE INTERVIEW 04/25/2020

### PRIOR TO THE INTAKE INTERVIEW

- Preview the documents submitted by complainant.
- Encourage employee to complete DOC-1282, if they have not already done so
- Establish an appropriate place and time to meet with the complainant.
- Make arrangements to have a support person present (if requested)
- Prepare preliminary interview questions as needed (all notes shall be taken in question/answer format)

### AT THE INTAKE INTERVIEW

- PROVIDE** and explain intake process to complainant.
- OBTAIN:**
  - DOC-1282 Employee Discrimination Complaint form (if completed)
  - Information about alleged behavior that occurred (ask "what happened" etc all notes shall be taken in question / answer format).
  - Basis of complaint (e.g. race, color, sex, etc )
  - Name(s) of respondent(s) and / or witness(es)
  - Date(s) and time(s) alleged behavior occurred
  - Relevant documents, including memorandum(s), letter(s), email(s), etc , to support complaint

#### INTERVIEW INFORMATION

Q1: What is your name?

A1: Surprise, Ashley

Q2: When did the incident happen?

A2: March30-Present

Q3: What happened?

A3: On my OJT I was working hu9 with Co Sullivan. He kept asking questions on how I knew Sgt Ziegler. At that same time Co Amoasa was in control allegedly asking Sgt Ziegler if he and I were dating. I was on the phone with Sgt Ziegler. He told me that she was asking these questions. A few days after this Co Sullivan asked Sgt Ziegler if I was a stripper. Sgt Ziegler told me this. Sgt Ziegler told me that Co Sullivan pressed on the matter and continued asking I was trying to decide what to do. The next day I was in RSH2 2nd shift. Sgt Rohwer was the acting Sgt. He had me in the RSH2 control center with him. He told me that he was going to contact Sgt Ziegler to hook him up with some good strippers. I think he was joking however this was the same conversation with Ziegler and Sullivan. This immediately made me uncomfortable. I said to Rohwer that was he said was funny because Sullivan is also asking other staff if I am a stripper. Rohwer asked me if I was one. It felt like he was pressing for an answer the same way Co Sullivan was. Rohwer stated that it is ok if you are a stripper (April 3rd). I told him that I busted my butt to get where I am in my career. I pretty upset about this. The next day April 4th in RSH2 I had mentioned to Co Mcgraw about what Rohwer and Sullivan said to me. I was pretty upset about what was said to me and I didn't want to come into work the next day. I was very upset. I posted how my credentials on Facebook about being accepted to the Chicago Police Department. This included all certifications, accepted license and certifications. I did it to prove who I was and that I worked there. I was talking with Sgt Lange online. He told me that he was sorry that this was happening to me. On April 14th 2nd shift I found out through inmates (cannot remember names) that Co Ross and Co Mayfield were discussing things that happened with me at the CTC academy specifically on [REDACTED]. The details included how ugly I looked without makeup and that my face had broken out and how red it was. The inmates told me that Ross and Mayfield referred to me as a "meth head". The inmates also told me that they herd my hair extensions were exposed. The inmate also said they were told that I had track marks on my face too. They told me that they knew everything that happened to me on [REDACTED] at CCI. These are very specific details that the inmates would not have known. Co Ross and Co Mayfield were both in my [REDACTED] group. It was brought up by an inmate that I am not really from Chicago. The next day on the B-side RSH2 an inmate yelled out "are you a stripper Surprise"? There was a few more time I was referred to as a stripper by inmates. I don't remember their names. I am not sure if this transpired from a conversation that I was not involved in among the RSH2 inmate works. After all this I was pretty upset. I haven't known how to handle all of this. I am worried how people look at me. A support staff (does not recall name) stopped by RSH2 earlier this week and stated, "Did you Ziegler sell you out?" I didn't understand what this meant and walked away. I don't recall who they were. I was up in RSH1 Monday 04/20/2020 1st shift. Co Mcgraw and I were on the tiers doing food pass. Inmates started saying on the tiers that I was a stripper. I ignored it and got off the tier. I spoke with Co Mcgraw about what they were saying. He told me that he herd that Sgt Sedevic had asked if I was. I went into the RSH1 Control center and talked to Sgt Schneider about this. I told both him and Co Mcgraw the whole story.

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Division of Management Services

DOC-2695 (Rev 6/2019)

what had happened up to now Both of them encouraged me to get peer support with Sgt Carl and Cascadden I was scared on approaching someone about this Things got busy and I never got chance to speak with either of them. When I got to RSh2 Sgt Price told me I was getting relieved to go speak with Sgt Cascadden She told me that Co McGraw stopped Sgt Carl on the way out to speak with me. I met with her and explained the story Sgt Carl was contacted at home about this The next day I Spoke with Sgt Carl (04/22/20 550pm) in the RSH1 hallway I don't want anyone to get in trouble I know that several staff have talked about me being a stripper.

I guess Sgt Carl spoke with Co Sullivan. Co Sullivan a night ago on 3rd shift had called Sgt Ziegler in control stating that he had nothing to do with this "spreading rumors" Sgt Ziegler told me this on my way out at 2nd and 3rd shift change at 10.00pm. I talked with him about this He told me that apparently I was mixed up with his former ex-girlfriend who was a former stripper I guess that's his lifestyle Her name was Ashley too and was a stripper. This is where I am at today

Q4 Was a supervisor contacted?

A4 today 1st shift Capt Julson.

Q5 Is this still continuing since 04/22/20?

A5 No

Q6 Did you tell any of the above said individuals (Sullivan, Rohwer, Ross and Mayfield) to stop their actions?

A6 I was going to email Sullivan via email. This didn't happen yet. No to the rest

Q7 Anything to Add?

A7 People who have contacted me have been nice in regards to this

There are no accommodations to fix this What's done is done

EAP and peer support offered at the conclusion of the interview

EXPLORE POSSIBLE ALTERNATE RESOLUTIONS

- Conflict resolution meeting with respondent(s), conducted by supervisor or HR
- Mediation
- Reasonable accommodations
- FMLA
- Employee Assistance

COMMENTS.

Not interested in mediation. I don't see these people

RETALIATION – Inform complainant that if they believe that they are being retaliated against for filing this complaint, that they should report it to any supervisor or HR staff immediately

EMPLOYEE ASSISTANCE INFORMATION – Provide complainant with Employee Assistance information

**AFTER THE INTAKE INTERVIEW**

Prepare brief Intake Summary (enter below or attach to this form)

Submit entire intake packet to your local HR and/or Appointing Authority for review.

Additional Comments:

## EMPLOYEE DISCRIMINATION COMPLAINT

COMPLAINANT NAME Suprise, Ashley		EMPLOYING UNIT Columbia Correctional Institution	
WORK ADDRESS 2925 Columbia Drive Portage WI,	WORK PHONE (608)742-9100	HOME ADDRESS [REDACTED]	HOME PHONE [REDACTED]

### COMPLAINT TYPE

- Bullying       Harassment       Discrimination       Hostile Work Environment       Retaliation

### ALLEGED BASIS FOR DISCRIMINATION

- Race       Marital Status       Pregnancy or Childbirth       Honesty Testing (Polygraph)  
 Color       Disability       Sexual Orientation       Other  
 Sex       Religion or Creed       Arrest / Conviction Record      Was referred to as a "stripper" by staff.  
 Age       National Origin or Ancestry       Political Affiliation  
 Genetic Testing       Use or Nonuse of Lawful Products       Military Service

### COMPLAINT

1. Provide a brief description of each incident that you believe violated Executive Directive #5 Policy – employee Harassment and Discrimination Include nature of complaint, date(s) incident(s) occurred, person(s) who engaged in the behavior, your reaction to the incident(s), and list any potential witnesses

Sometime end of March, I worked 3<sup>rd</sup> shift on unit 9 with c/o Sullivan. He began asking my multiple questions about Sgt. Ziegler and how I knew him, if we were dating etc. I answered his questions. A Few days later C/o Sullivan asked Sgt Ziegler if I was a stripper and it was okay for Sgt Ziegler to tell him the truth and that he wouldn't tell anybody Few days later Rohwer made a statement while in the bubble about contacting Ziegler he knows some strippers I felt like that was him fishing similar to what Sullivan said So I stated to him about what Sullivan did and Rohwer then asked if I was a stripper and basically it was okay to tell him Since then, there has been several more instances regarding the stripper topic and other staff It has made me feel so uncomfortable when I hear inmates telling me that they heard that I was a stripper I/m's from both Rh1 and RH2 Mcgraw was a witness to hearing this in RH1 from inmates. Inmates listen to staff conversations and then tell other inmates I also heard stuff about me that came from the CTC academy from I/m's in Rh2 that they said came from Mayfield and Ross It was topics about how I wore no make up [REDACTED] how bad and broke out my face was, how red it became, my hair extensions were ratchet and completely exposed because of how bad my roots were during the academy (This is all true I hadn't dyed my hair and my roots were awful, my face was broken out from a bad reaction to a [REDACTED] n Jan) In addition, knowing I am from Chicago and Mayfield and Ross stating that I made all that up. I don't even understand what the point of that was

Staff, such as Officer Mcgraw have been there for me to confide in Earlier this week, Mcgraw told me that he had then heard the stripper rumor from staff in unit 8 I believe I also had other staff inform me from RH2 that they have also heard the same thing Please Note Mcgraw and the other RH2 staff that informed me were not being malicious with intent at all, they wanted me to know that was being said. I also spoke with Sgt Schnieder and briefly Sgt Easton

So basically it has spread around CCI that I am dating Sgt Ziegler and that I am a stripper. I am not dating him I am not a stripper Ziegler has an ex named Ashley who I believe was a stripper and was brought up that apparently that somewhere along the lines, someone assumed that I am Ziegler's ex, named Ashley Which is how the rumor mill probably started. This is a person completely different then who I am

2. Have you, or anyone else asked the person engaging in this unwelcome behavior to stop the behavior?  Yes  No If yes, describe who asked, when, what was stated and what was the response

After second shift, on our second week online, I confronted Mayfield in the dayroom in front of Sgt Price at the end of 2<sup>nd</sup> shift about keeping my name out of her conversations, especially in front of inmates I told her they enjoy to cause drama and the first thing the swampers do is listen to "information" about staff then go run on to the tiers to "tend and clean " them and share everything they just heard

Sgt Carl made contact with Ross and Mayfield

3 Have you attempted to resolve your concerns with anyone else before filing this complaint?  
yes, describe the efforts made and the person(s) involved  Yes  No If

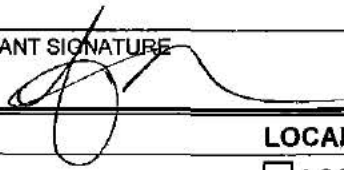
I spoke with Sgt Cascadden and Sgt Carl. Sgt Easton told me to come to a supervisor about it. I did not make contact with Sullivan, Rohwer, and Ross I did speak with Co Mayfield about it and addressed her to stop

How do you think that this issue could be resolved?

I don't know I just want this all to stop I have worked very hard to be where I am at in life, I just want to move on with my new career and didn't deserve to have this warranted on me. It has made me feel like every Sgt and person all thinks this of me. I try my hardest to get my work done in my unit such as showers etc, and just want to be taken seriously and not being thinking if veteran staff I look up to are thinking this about me in the back of their mind

(Attach Additional Pages if Necessary)

COMPLAINANT SIGNATURE



DATE SIGNED

04/25/2020

LOCAL HR / ODES OFFICE USE ONLY BELOW THIS LINE

Office Receiving Complaint

- LOCAL HR OFFICE  
 ODES

Date Complaint Received: \_\_\_\_\_

Date Complaint Received: \_\_\_\_\_

Comments

# PERFORMANCE PLANNING AND DEVELOPMENT REPORT

EMPLOYEE NAME (Last, First, MI) Suprise, Ashley,		CIVIL SERVICE CLASSIFICATION CORRECTIONAL OFFICER / SERGEANT					EMPLOYING UNIT DOC / DAI					
		Correctional Officer / Sergeant		Correctional Officer								
EMPLOYMENT STATUS <input type="checkbox"/> Permanent <input type="checkbox"/> Project <input checked="" type="checkbox"/> Probation <input checked="" type="checkbox"/> Original or Promotional    Ending Date 1/20, 2021 <input type="checkbox"/> Permissive		* Must enter notation in "Results and Comments" Section					SECTION OR INSTITUTION WORK UNIT CCI					
		<table border="1"> <tr> <td>Does Not Meet Standards*</td> <td>Needs Improvement</td> <td>Meets Standards</td> <td>Exceeds standards</td> <td>Not applicable</td> </tr> </table>					Does Not Meet Standards*	Needs Improvement	Meets Standards	Exceeds standards	Not applicable	PLANNING PERIOD – DATES OF Next Scheduled Session <u>10/1</u> 2020 Reported Session <u>7/1</u> 2020 Last Session <u>          </u> 20
Does Not Meet Standards*	Needs Improvement						Meets Standards	Exceeds standards	Not applicable			
<b>MAJOR JOB DUTIES</b>		<b>PERFORMANCE STANDARDS</b>					<b>RESULTS AND COMMENTS</b>					
Under the supervision of the Institution Security Director, Assistant Security Director, Officer 6,5,4 or assigned supervisor, this position is responsible for the security, custody, control and treatment of offenders according to administrative rules, institution policies, post orders and work rules												
To inspect the institution and offender for security, health and safety <b>Reference:</b> Chapter DOC 306 Wis Adm Code	Recognize need for inspections / searches, conduct them, and does appropriate recording	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
	Conducts thorough inspections / searches according to administrative rules, institutions policies and post orders	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
	Conducts inspections with minimum disruption to offenders	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
To supervise and maintain custody of offenders to insure offender, staff, and community protection <b>Reference:</b> Chapter DOC 303 & 306 Wis. Adm. Code	Alert to and responds appropriately to institutional environment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
	Enforces rules in a fair, firm, and consistent manner	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
	Qualifies in the proper use of weapons and / or physical restraints	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
	Awareness of offender concerns and needs, and make appropriate referrals	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
To provide oral and / or written information <b>Reference:</b> Chapter DOC 303 Wis. Adm Code	Accurately distributes and supervises consumption of prescribed medication	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
	Accurate and objective reporting	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
	Legible	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
	Timely	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
	Understandable	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
To establish appropriate interpersonal relationships	Uses proper form and distributes properly	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Suprise meets standards					
	Sensitivity to others and their problems, feelings and rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	During this reporting period CO Suprise was given verbal job instruction by Capt. Pitzen and HR Director Healey in late May concerning the tone and professional delivery of communication on units, following the chain of command, passing items between PIOC's, and fraternization with PIOC's  Suprise is expected to work productively with the sergeants on her assigned unit. She will need to ask the sergeant questions directly and confer with the sergeant before making decisions affecting work flow on the unit. It is expected that Suprise will					

							not engage in negative remarks about the sergeant on her unit. If there are issues that cannot be resolved after addressing them with the sergeant, Surprise is directed to refer the issues to a supervisor.  Officer Surprise has been assigned Kevin Pitzen as a mentor and point of reference for the remainder of her original probation.
	Courteous and tactful	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	See above
	Responds positively to constructive criticism and supervision	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Surprise meets standards
Additional performance standards <b>Reference:</b> Chapter DOC 306 Wis Adm. Code	Ability to respond appropriately in an emergency and disturbance situation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Surprise meets standards
	Attendance	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Surprise meets standards
	Complies with institution grooming standards	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Surprise meets standards
	Complies with policies - procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Officer Surprise meets standards
	Other Security and Safety concerns related to fraternization with PIOC's	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	During this reporting period, there were issues with CO Surprise delivering items between PIOC's. In addition, CO Surprise had or was aware of conversations with PIOC's about staff and did not report those conversations. CO Surprise has been given explicit instructions that any inappropriate conversations with PIOC's are to result in the issuance of a conduct report and notification of a supervisor. For her safety and the security of the entire institution, any questions she may have about this direction should be brought to Captain Pitzen's attention immediately.

EMPLOYEE DEVELOPMENT: What training could the Division provide to help you in your job or with future career plans?

**SUPERVISOR COMMENTS:**

**OVERALL: REQUIRED**  Meets Expectations  Does Not Meet Expectations

Comments. Officer Suprise began employment with the WIDOC in January 2020 Officer Suprise had several staff related issues that were addressed with her by HR and writer (see above) Officer Suprise meets standards in all other areas Officer Suprise is encouraged to apply for any and all available training

**EMPLOYEE COMMENTS:**

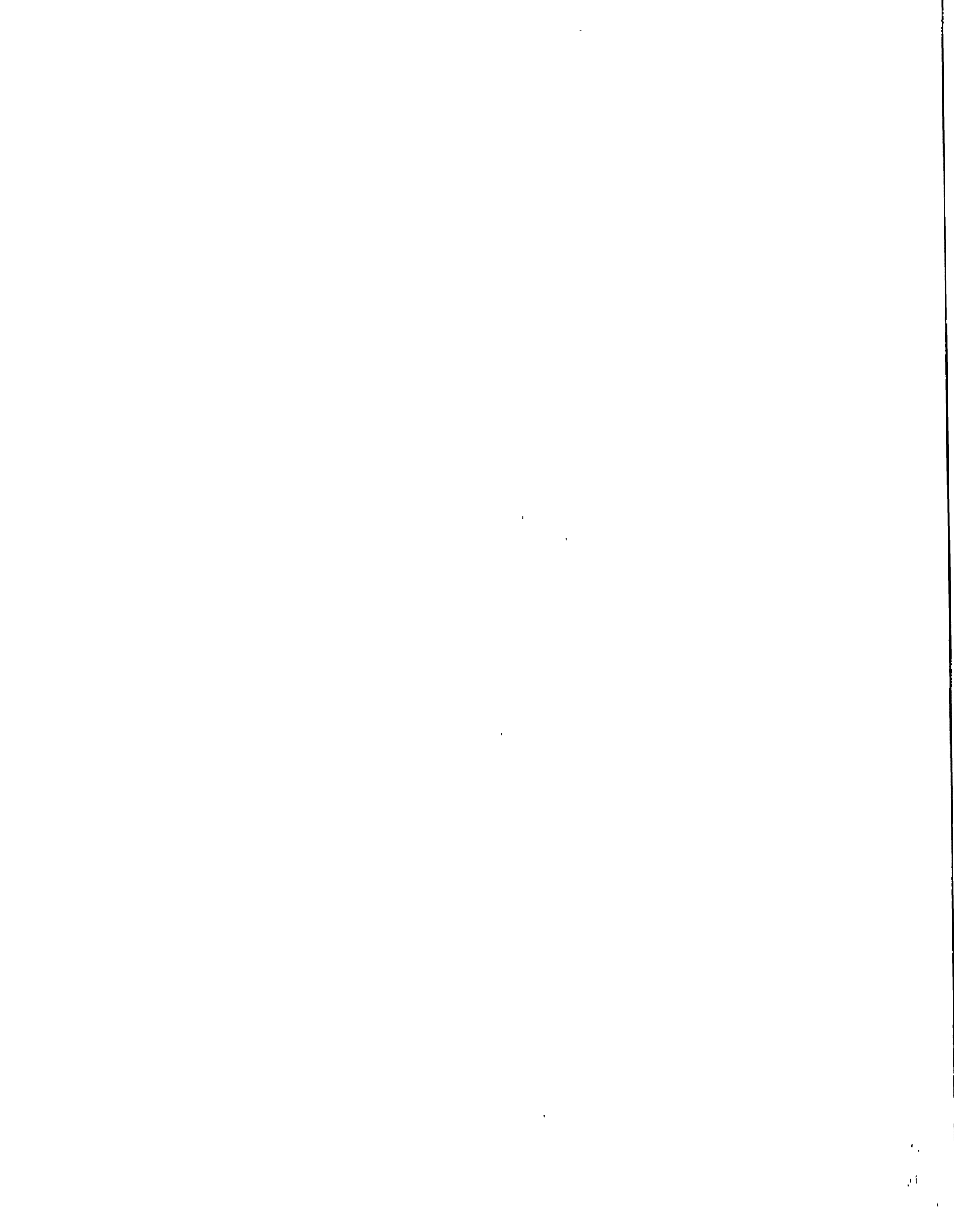
**SIGNATURES**



TO BE COMPLETED AFTER PLANNING SESSION		TO BE COMPLETED AFTER RESULTS SESSION	
SIGNATURE OF SUPERVISOR <i>Capt. P. J. [Signature]</i>	DATE SIGNED 06/29/20	SIGNATURE OF SUPERVISOR <i>Capt. P. J. [Signature]</i>	DATE SIGNED 06/29/20
EMPLOYEE SIGNATURE* <i>[Signature]</i>	DATE SIGNED 06/29/2020	EMPLOYEE SIGNATURE* <i>[Signature]</i>	DATE SIGNED 06/29/2020
* Signatures indicate that objectives and performance standards have been discussed and expectations have been set		* Employee's signature does not necessarily indicate agreement but attests that the employee has had an opportunity to read and discuss (in the Employee Comments area) this PPD during this session	

**COMPLETE THIS SECTION FOR PROBATIONARY REVIEWS ONLY**

POSITION # 312123	DATE HIRED / PROMOTED 1/21/2020	SCHEDULED ADVANCEMENT / PROBATION END DATE 1/20/2021	PROBATION TYPE <input type="checkbox"/> Promotional <input checked="" type="checkbox"/> Original <input type="checkbox"/> Permissive
REVIEW INTERNAL For 6-Month Probation <input type="checkbox"/> <input type="checkbox"/> 3 Month <input type="checkbox"/> 6 Month (Final)		For 12-Month Probation <input type="checkbox"/> <input type="checkbox"/> 3 Month <input checked="" type="checkbox"/> 6 Month <input type="checkbox"/> 9 Month <input type="checkbox"/> 12 Month (Final)	
FOR FINAL REVIEW ONLY	RECOMMENDATION <input type="checkbox"/> Permanent Appt <input type="checkbox"/> Extend Probation <input type="checkbox"/> Mo <input type="checkbox"/> Terminate	SIGNATURE OF APPOINTING AUTHORITY / DESIGNATED REPRESENTATIVE	
		DATE SIGNED	

\*Employee's signature does not necessarily indicate agreement but attests that the employee has had an opportunity to read and agree or disagree (in the Employee Comments\* area) with this record of the PPD session



<p style="text-align: center;">WISCONSIN DEPARTMENT OF CORRECTIONS</p>  <p style="text-align: center;">EXECUTIVE DIRECTIVES</p> <p>3099 E. Washington Ave. P.O. Box 7925 Madison, WI 53707-7925 (608) 240-5000</p>	Original Effective Date: May 11, 2011		New Effective Date: October 11, 2020
	Reference: Revision		Date of Approval: October 7, 2020
	By: 		
	Owner: Office of Secretary - Bureau of Human Resources		

## EXECUTIVE DIRECTIVE # 5

**Subject: Employee Harassment and Discrimination**

### I. Authority

The Secretary of the Department of Corrections (DOC), as the head of a principal administrative agency within the executive branch of Wisconsin state government, has the power and duty to issue an executive directive to plan, direct, coordinate and execute the functions vested in the agency in carrying out programs and policies within the limits established by the legislature under

s. 15.001 (1),  
s. 15.01 (5),  
s. 15.01 (8),  
s. 15.04 (1) (a) and  
s. 15.14, Wis. Stats.

### References:

§§ 111.31 - 111.397, Wis. Stats.  
§§ 230.05 - 230.48, Wis. Stats.  
§§ DWD 218.01 - 218.25, Wisconsin Administrative Code  
29 USC §§621, et seq., Age Discrimination in Employment Act  
29 USC §§701, et seq., Rehabilitation Act  
38 USC, §§ 4301-4335, Uniformed Services Employment and Reemployment rights Act  
42 USC, §§2000e - 2000e-17, Equal Employment Opportunity Act  
42 U.S.C. §§ 2000ff, et seq., Genetic Information Nondiscrimination Act  
42 USC 126 §§12101 — 12213, Americans with Disabilities Act  
Executive Directive #1, Equity and Inclusion  
Executive Directive #2, Employee Discipline  
Form DOA-15812-Respectful Workplace Complaint form  
Form DOC-2695—Intake Checklist  
Wisconsin Human Resources Handbook Chapter 440

## II. Background

The Secretary establishes this executive directive to: (1) prohibit discrimination, harassment, and retaliation, including but not limited to harassment based on protected status, toward employees, the public, persons in our care clients or youth; (2) provide a definition of discrimination and harassment based upon protected status; (3) define staff and supervisory responsibilities; and (4) establish procedures to follow when an employee believes bullying, discrimination, harassment, or retaliation has occurred.

## III. Definitions, Acronyms & References

"BEI" means Bureau of Equity and Inclusion within the Department of Administration, Division of Personnel Management.

"Bullying" means a pattern of inappropriate behavior that is deliberate or intentional, using words or actions that may cause fear, intimidation, or harm, conducted by one or more persons against others in the workplace and/or in the course of employment. Bullying may negatively impact a person's well-being or work performance. It includes, but is not limited to, stalking, cyberbullying, intimidating, belittling, humiliating, coercing, name-calling, taunting, making threats, spreading rumors, hazing, or shunning an individual.

"Client" means a person under the supervision of the Division of Community Corrections.

"Discrimination" means unlawful actions or practices which constitute unequal or different treatment of, or create an unequal or different effect on an individual or group of people, on the basis of age, race, creed or religion, color, handicap, sex, marital status, national origin or ancestry, political affiliation, arrest or conviction record, sexual orientation, or other bases specified under subch. II of ch. 111, Stats. Disparate treatment of employees is based on factors not related to qualifications, skills, or performance." s. ER 1.02(9), Wis. Adm. Code.

"Diversity" means the varied identities and characteristics that distinguishes individuals or groups. It includes race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, and language. It also encompasses a wide range of attributes that we bring to the workplace including our values, beliefs, experiences, backgrounds, and behaviors that frame how we see the world and engage with others.

"Equity" means the fair treatment, access, opportunity, and advancement for all. Equity also refers to fair and just practices, policies, and systems, based on a recognition of individual and group differences and barriers that disproportionately impact underserved and underrepresented individuals.

"EEOC" means the federal Equal Employment Opportunity Commission.

"ERD" means the Equal Rights Division within the Department of Workforce Development.

"Employee" means any person employed by the Department of Corrections, including limited term employees, project employees, permanent or probationary employees, interns, students, volunteers, and contracted workers.

"Harassment" means unwelcome verbal, physical, or visual conduct that is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

"Hazing" is a form of harassment that includes but not limited to any action taken or situation created intentionally to cause embarrassment, harassment or ridicule, or to risk emotional or physical harm to members of a group or an individual, regardless of the member's or individual's willingness to participate.

"Hostile Work Environment" means a pattern of offensive, abusive, or unwelcome conduct which is severe or pervasive enough that it alters the conditions of employment or creates a work environment that a reasonable person would find offensive or intimidating.

"Intake Interview" means a preliminary meeting or discussion with an employee following the receipt of a verbal or written complaint to clarify the nature of the allegation(s), hear the details of the complaint, and gain an understanding of the relief desired by the complainant.

"Inclusion" means the active and intentional cultivation of an environment in which everyone feels welcomed, respected, supported, valued, and empowered to fully engage.

"ODES" means Office of Diversity and Employee Services which serves as the Department's Equity and Inclusion Office with the Division of Personnel and Management Services under the Bureau of Human Resources.

"Persons in our care (PIOC)" means a person who is incarcerated in a DOC facility or a facility under contract with the DOC.

"Retaliation" means an adverse action taken or a threat to take an adverse action against anyone who, in good faith, reports, assists another individual with reporting, or participates in fact-finding or investigation of suspected violations of this policy.

"Sexual Harassment" means unwelcome sexual advances, unwelcome requests for sexual favors, unwelcome physical contact of a sexual nature or unwelcome verbal or physical conduct of a sexual nature. 'Sexual harassment' includes conduct directed by a person at another person of the same or opposite gender. 'Unwelcome verbal or physical conduct of a sexual nature' includes but is not limited to the deliberate, repeated making of unsolicited gestures or comments of a sexual nature; the deliberate, repeated display of offensive sexually graphic materials which is not necessary for business purposes; or deliberate verbal or physical conduct of a sexual nature, whether or not repeated, that is sufficiently severe to interfere substantially with an employee's work performance.

"Youth" means a person who is under the supervision of the Division of Juvenile Corrections.

#### **IV. Scope**

This policy covers all full and part-time, limited term, contracted employees and any person

who conducts business with the Department of Corrections. This policy oversees conduct both in and outside of the workplace if it is of a nature that it could affect the work environment.

## V. Policy

The Department of Corrections is committed to maintaining a diverse, equitable and inclusive work environment free from discrimination, harassment, and retaliation. This executive directive is intended to ensure the Department is taking necessary steps to prevent these behaviors from occurring.

If the Department concludes that an employee has engaged in conduct in violation of the policy, corrective action will be taken, even if the conduct is not unlawful. Violations of this policy may lead to discipline up to and including termination.

To file a complaint related to this policy, employees should complete the Respectful Workplace Complaint [DOA-15812](#) Form and submit it electronically to any member of management, local Human Resources office or the Department's Equity and Inclusion (E&I) Officer/designee. Employees may contact any of the above if they need assistance completing the form. If an employee does not want to fill out the form, a member of management or the E&I Officer/designee will complete the form to document the employee's concern. If the form is completed by a member of management, it must immediately be forwarded to the E&I Officer/designee for complaint review.

Employees are not precluded from filing with the Equal Rights Division or the Equal Employment Opportunity Commission for complaints based on protected class or status.

All complaint records, including intake interviews, are subject to Public Records law and may also be used in a personnel investigation, or may be disclosed in other legal proceedings or matters. All employees shall be notified of this information at the beginning of each interview completed related to the complaint (e.g., complainant or witness interview). Notification shall be documented in the interview notes by interviewer.

## VI. Prohibited Behavior

**A. Discrimination.** The Department prohibits discrimination. Examples of discrimination can include, but are not limited to:

- Refusing to hire or promote, or disproportionately disqualifying candidates because of their race, gender, or other prohibited basis; and
- Disciplining or terminating an employee because of their race, gender, or other prohibited basis.

**B. Harassment.** The Department prohibits harassment of any kind. Examples of harassment can include, but are not limited to:

- Bullying, including cyberbullying;
- Hazing;

- Derogatory, offensive, or unwelcomed comments, including jokes, epithets, slurs, and negative stereotyping;
- Distribution, display or discussion of offensive, written or graphic material;
- Threats to harm a person or property; and
- A pattern of unwelcomed, intimidating, or abusive behavior.

Examples of sexual harassment can include but are not limited to:

- Innuendoes, suggestive comments, jokes of a sexual nature;
- Requests for any type of sexual favor that may include repeated, unwelcome requests for dates;
- Distribution, display or discussion of any sexually explicit material;
- Suggestive or insulting sounds, leering, staring, whistling, or obscene gestures; and
- Unwelcomed or unwanted physical contact.

**C. Retaliation.** The Department prohibits retaliation.

Examples of retaliation can include, but are not limited to:

- “Freezing out” an employee who made a report or cooperated with an investigation by ignoring that employee, failing to cooperate with the employee, failing to provide support services, refusing to share Department resources with, or refusing to work with that employee.
- Disciplining, harassing, or threatening an employee who made a complaint, or cooperated with an investigation.

## **VII. Responsibilities**

### **A. Employees**

An employee may be able to resolve offensive workplace conduct by discussing the employee's concern directly with the individual causing the concern and asking the person to stop the behavior. If this is not effective or an employee is uncomfortable discussing the behavior with the individual, the employee is encouraged to report such behavior promptly as outlined in this executive directive. Employees who experience or witness retaliation are strongly encouraged to report it.

In addition to the above, all employees are responsible for the following:

1. Refraining from discriminating, harassing, hazing, bullying or retaliating conduct or actions.
2. Acting as a role model and setting a professional and positive example in terms of language and behavior.
3. Creating and maintaining a work environment free of discrimination, harassment, bullying, hazing, or retaliation.
4. Treating staff fairly and equally, without regard to an individual's membership in one or more protected classes.

5. Responding to allegations promptly and appropriately.

**B. Contractors and Volunteers:**

Contractors and volunteers are also responsible for discouraging, refraining from participating in discriminating, harassing, hazing, bullying or retaliating conduct, and reporting any conduct that violates this policy.

**C. Supervisors/Managers**

Supervisors and managers are expected to take all complaints and allegations seriously. They are expected to intervene when they observe conduct that they reasonably believe violates this policy. When supervisors or managers receive a complaint or become aware of alleged conduct in violation of this policy they shall take an appropriate course of action in consultation with Human Resources or their Appointing Authority, which may include coordinating a timely intake interview using the DOC-2695 intake checklist form, or initiating a disciplinary investigation. Employees are entitled to bring a support person with them to an intake or a representative to a disciplinary process.

Supervisors are expected to recuse themselves when a conflict of interest is apparent or suspected. If the complaint concerns the Appointing Authority, the supervisor should refer the complaint to the appropriate Assistant Administrator or ODES.

Supervisors shall notify an Appointing Authority when an employee reports criminal activity related to this policy, which may include but is not limited to hate crimes, sexual contact, stalking, and battery.

**D. Appointing Authorities and/or Designee**

Appointing authorities are responsible for ensuring that employees are regularly trained on discrimination, harassment, and retaliation prevention and awareness, and that supervisors are trained on the complaint intake process.

Appointing Authorities are expected to take all complaints and allegations seriously. They are expected to intervene when they observe conduct that they reasonably believe violates this policy. When Appointing Authorities receive a complaint or become aware of alleged conduct in violation of this policy they shall:

1. Promptly review complaints.
2. Upon receipt of an intake packet, notify ODES with the date of intake and name of complainant.
3. Decide on an appropriate action which may include recommending a conflict resolution meeting or mediation, requiring training, assigning a disciplinary investigation, or addressing performance concerns.
4. Ensure completed intake materials are scanned and e-mailed to ODES for review and tracking purposes.

An Appointing Authority or designee shall contact law enforcement when an employee reports criminal activity related to this policy that has occurred on State property, or while on duty. Criminal activities related to this policy may include are not limited to hate crimes, sexual contact, stalking, battery. When an employee reports criminal activity related to this policy that has occurred off-site or while off duty, the Appointing Authority may, in consultation with the victim, contact law enforcement.

Appointing Authorities are expected to recuse themselves when a conflict of interest is apparent or suspected and refer the complaint to the appropriate Assistant Administrator or ODES.

At any point of the process, Appointing Authorities are encouraged to consult with the Office of Diversity and Employee Services (ODES) and the Office of Legal Counsel (OLC).

#### **E. Human Resources**

Institution Human Resources Directors, Human Resources Supervisors and Human Resources Coordinators are responsible for the following:

1. Providing information about the complaint process to employees.
2. Providing consultation to supervisory staff conducting the intake or investigation process.
3. Overseeing the complaint process for the employing unit, including tracking and timely processing of complaints and investigations.
4. Providing training and complaint resolution recommendations.
5. Providing information to ODES including e-mailing the scanned packet of materials as required.

Human Resources shall follow up with an employee who experienced prohibited behavior under this policy to determine whether the behavior has stopped.

Institution Human Resources Directors, Human Resources Supervisors and Human Resources Coordinators may not conduct intake interviews or investigations for their own employing unit.

#### **F. Office of Diversity and Employee Services**

The Office of Diversity and Employee Services within the Bureau of Human Resources is responsible for overseeing the Department's discrimination, harassment, and retaliation investigation process ensuring compliance with this policy, state and federal employment laws, and best practices. ODES will provide training, guidance and consultation for all levels of the Department.

ODES is responsible for reviewing all intake packets and appointing authority recommended actions as well as conducting investigations when applicable. ODES shall maintain a tracking mechanism for all intakes and investigations.

**G. Bureau of Equity and Inclusion (BEI)**

BEI, which serves as the state-wide Equity & Inclusion Office under the Department of Administration, Division of Personnel Management, provides consultation on all respectful workplace matters for all agencies. BEI is responsible for:

- conducting or reviewing intakes and/or fact-findings on complaints that are referred by the agency E&I Officer/designee or HR Manager due to their sensitive nature or possible conflict of interest;
- writing policies and overseeing the complaint processes;
- monitoring and periodically reviewing agency cases to ensure compliance with the policy and procedure;
- investigate and respond to identified respectful workplace trends and concerns;
- assisting regional or agency EEO Officer/designees with complicated respectful workplace matters;
- ensuring regions and agencies are complying with statewide respectful workplace policies and procedures; and
- aiding in the training of EEO Officer/designees)

**H. Intake Interviewer**

All complaint records are subject to Public Records Law and may also be used in a personnel investigation if a complaint warrants a formalized investigation to begin. All employees should be notified of this information at the beginning of each interview completed related to the complaint. (e.g. complainant or witness interview). Notification should be documented in the interview notes by interviewer.

## INTAKE CHECKLIST

COMPLAINANT LAST NAME Marczewski	FIRST NAME Ethan	POSITION Lt	DATE COMPLAINT RECEIVED 2/8/2021
RESPONDENT(S) LAST NAME Surprise	FIRST NAME Ashley	POSITION Officer	DATE OF INCIDENT Approximately 2/1/2021
INTERVIEWER NAME Lt Gerzema			DATE OF INTAKE INTERVIEW 2/11/2021 2:30p-3:18pm

### PRIOR TO THE INTAKE INTERVIEW

- Preview the documents submitted by complainant.
- Encourage employee to complete DOA-15812, if they have not already done so.
- Establish an appropriate place and time to meet with the complainant.
- Make arrangements to have a support person present (if requested).
- Prepare preliminary interview questions as needed (all notes shall be taken in question/answer format).

### AT THE INTAKE INTERVIEW

- PROVIDE** and explain intake process to complainant.
- OBTAIN:**
  - DOA-15812 Employee Discrimination Complaint form (if completed)
  - Information about alleged behavior that occurred (ask "what happened" etc. all notes shall be taken in question / answer format).
  - Basis of complaint (e.g. race, color, sex, etc.)
  - Name(s) of respondent(s) and / or witness(es)
  - Date(s) and time(s) alleged behavior occurred.
  - Relevant documents, including memorandum(s), letter(s), email(s), etc., to support complaint

#### INTERVIEW INFORMATION:

Notes taken, not in question answer format due to having an old form at the time of the interview

- EXPLORE POSSIBLE ALTERNATE RESOLUTIONS**
  - Conflict resolution meeting with respondent(s), conducted by supervisor or HR
  - Mediation
  - Reasonable accommodations
  - FMLA
  - Employee Assistance

#### COMMENTS:

Marczewski does not think it good for he and Surprise to work together. He believes anything he may do or direction he may give as a supervisor would possibly be taken by Officer Surprise as retaliation

- RETALIATION** – Inform complainant that if they believe that they are being retaliated against for filing this complaint, that they should report it to any supervisor or HR staff immediately.
- EMPLOYEE ASSISTANCE INFORMATION** – Provide complainant with Employee Assistance information

### AFTER THE INTAKE INTERVIEW

- Prepare brief Intake Summary (enter below or attach to this form)

**DEPARTMENT OF CORRECTIONS**

Division of Management Services

DOC-2695 (Rev. 11/2020)

**WISCONSIN**

Ethan Marczewski 2/11/2021 phone call 2:30pm-3:18pm

Lt Marczewski claims that Officer Ashley Surprise is trying to ruin his reputation and his name. He states that the night she got put on admin leave for the second time, she posted something on Facebook along the lines of, if you think you are gonna terminate me, I'm gonna take you guys down with me. The one person Marczewski knows that saw this post was Captain Julson. Marczewski did not see the post, as he does not have Facebook. He only heard of it.

Approximately 2 weeks ago, Marczewski states he was called for an investigation which is still ongoing. His representative was Lt Fosshage for this investigation. In the investigation he was questioned on Officer Surprise claiming that Marczewski told Control not to call her to respond as a support. At one time he states that she did have a work restriction, where she could not respond to RH1 and RH2, but that restriction was lifted. Since then Marczewski states she has responded with him to various events in RH1 and RH2 and that can be verified by the IR's accompanying the events. He does go on to say if a support was already on assignment like handing out mail, or getting carts, he would have used someone that was not busy.

Also brought up in the investigation was an accusation by Surprise, that Marczewski was having inappropriate relationship at work. Officer Surprise supposedly watched from the control center as Marczewski and a Sergeant went into the evidence room for 13 minutes. Marczewski states Sergeant Ziegler was in Control that night with Officer Surprise. Marczewski went on to state that he, on a regular basis, has had other staff in the evidence room with him to explain that process and teach people how the evidence process works.

Marczewski states that Officer Surprise is trying to ruin his reputation, and that he doesn't appreciate her making these accusations out of standard procedure. He went on to say that Captain Chapman has also had problems with Officer Surprise, and that Chapman is concerned about her bringing up allegations.

When asked about if there was anything that may have created dislike between Marczewski and Officer Surprise, Marczewski stated that they have only worked together about 10 times and he has never had to give her a job counseling, or a write up and there is nothing he can think of that might have created this dislike. He states this is her being vindictive.

Marczewski states that he just wants to go on with his dream job at CCI. He states that the stress of investigations have him second guessing himself in a position where you can't second guess yourself. He states he does not want to work with Officer Surprise. He believes if she comes back to work at CCI, and there is a simple write up for example, sick occurrences, it will be seen and brought forward as retaliation by officer Surprise.

Completed by Lt Gerzema 2/11/2021

Submit entire intake packet to your local HR and/or Appointing Authority for review.

**Additional Comments:**

Original interview completed on old 2695 form so interview and questions are not in question answer form. Old 2605 also attached.

*ETHAN MARCBEWSKI*

**COVER PAGE**

(Example: Attach all intake information to this Cover Page at the completion of intake)

**AFTER THE INTAKE INTERVIEW**

Have you completed and assembled a file prior to submitting to the Appointing Authority or designee, including:

- 1. An Intake Summary
- 2. Interview notes
- 3. DOC-1282 complaint form if submitted by employee
- 4. Other relevant documents, including evidence supplied by the individual
- 5. Intake Checklist
- 6. Forward all information to Appointing Authority and/or Designee for review

**APPOINTING AUTHORITY/DESIGNEE REVIEW**

- 1. Reviewed all intake information
- 2. Determine if there is a link to protected status. (review ED 5)
- 3. Determine if a work rule investigation is needed (link to protected status or other work rule violations)
- 4. Determine if issue should be addressed through job instruction and performance?
- 5. Review to determine if training is necessary

**The Office of Diversity and Employee Services is available for consultations as needed**

**The Employing Unit's Human Resources Department shall notify the Office of Diversity and Employee Services of any intakes that result in an illegal discrimination or harassment investigation (W.R. #12),**

## INTAKE CHECKLIST

Complainant Name: Ethan Marczewski  
Date Complaint Reported: ~~2/8/2021~~ 2/11/2021  
Date of Intake Interview: 2/11/2021  
Interviewer Name: Lt Gerzema

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### PRIOR TO THE INTAKE INTERVIEW

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#### Are you prepared to conduct an Intake Interview

- Have you reviewed the complaint documents if submitted by complainant?
  - Have you established an appropriate place and time to meet with the complainant?
  - Does the complainant want a personal companion and if so, have you made arrangements to have them present?
  - Do you have an intake packet prepared?
- 

### AT THE INTAKE INTERVIEW

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- 1. Did you explain the Intake Process to the complainant?
  
- 2. Did you listen to the complainant and gather necessary information?
  - What are the issues?
  - What is the basis for the complaint (i.e., race, color, sex, etc.)?
  - Is/are the respondent(s) (accused party) clearly identified?
  - Notes:
  
- 3. If the complaint indicates the above, have you received detailed information to show?
  - A statement of personal harm and the date of the alleged violation.
  - A description of the employment action that caused the harm.
  - The basis for the complainant's belief that the harm was due to discrimination and/or harassment.
  - Notes:

Ethan Marczewski 2/11/2021 phone call 2:30pm-3:18pm

Lt Marczewski claims that Officer Ashley Surprise is trying to ruin his reputation and his name. He states that the night she got put on admin leave for the second time, she posted something on Facebook along the lines of, if you think you are gonna terminate me, I'm gonna take you guys down with me. The one person Marczewski knows that saw this post was Captain Julson. Marczewski did not see the post, as he does not have Facebook. He only heard of it.

Approximately 2 weeks ago, Marczewski states he was called for an investigation which is still ongoing. His representative was Lt Fosshage for this investigation. In the investigation he was questioned on Officer Surprise claiming that Marczewski told Control not to call her to respond as a support. At one time he states that she did have a work restriction, where she could not respond to RH1 and RH2, but that restriction was lifted. Since then Marczewski states she has responded with him to various events in RH1 and RH2 and that can be verified by the IR's accompanying the events. He does go on to say if a support was already on assignment like handing out mail, or getting carts, he would have used someone that was not busy.

Also brought up in the investigation was an accusation by Surprise, that Marczewski was having inappropriate relationship at work. Officer Surprise supposedly watched from the control center as Marczewski and a Sergeant went into the evidence room for 13 minutes. Marczewski states Sergeant Ziegler was in Control that night with Officer Surprise. Marczewski went on to state that he, on a regular basis, has had other staff in the evidence room with him to explain that process and teach people how the evidence process works.

Marczewski states that Officer Surprise is trying to ruin his reputation, and that he doesn't appreciate her making these accusations out of standard procedure. He went on to say that Captain Chapman has also had problems with Officer Surprise, and that Chapman is concerned about her bringing up allegations.

When asked about if there was anything that may have created dislike between Marczewski and Officer Surprise, Marczewski stated that they have only worked together about 10 times and he has never had to give her a job counseling, or a write up and there is nothing he can think of that might have created this dislike. He states this is her being vindictive.

Marczewski states that he just wants to go on with his dream job at CCI. He states that the stress of investigations have him second guessing himself in a position where you can't second guess yourself. He states he does not want to work with Officer Surprise. He believes if she comes back to work at CCI, and there is a simple write up for example, sick occurrences, it will be seen and brought forward as retaliation by officer Surprise.

Marczewski also stated that there was a second person who has harassed him. Steven Parentau was in the security suite Approximately Friday February the 5<sup>th</sup>. In the suite Parentau made the comment that he was going to see "your girl today" He refers to Officer Surprise to me (Marczewski) as "my girl Surprise." Marczewski stated there was no one else in the office at the time of the remark that he can remember. Marczewski just wants Parentau to stop being a "pot stirrer". Marczewski would like someone to talk with Officer Parentau about how he is very toxic to the institution so "it can be done and we can move on with work." Completed by Lt Gerzema 2/11/2021

2:42 pm 2/11/2021

ASHLEY SUPRISE -

Put on Facebook that the 2nd time she got walked out that if you guys think you are going to terminate me I'm gonna take all you guys down with me.

I was under investigation - still ongoing

She claims I told Control not to call her to arrive as a support. I have in the past told Control not to call certain people if they were already on assignment but other than that I tell Control to get me someone or let call them myself

She is doing this to every Supervisor I think.

She ~~does~~ did have a work restriction when she could not respond in RH2:1 But that is now lifted. Since then she has responded with me to RH 1:2 you can look at the IR's and see that.

I'm not trying to make anyone's life miserable I love my job I say that all the time I don't appreciate she tries to make these allegations out standard procedure

Another office (Steven) Parentau - Big Fat stirrer he has been her rep during the

He refers to her to me as "My girl surprise" - last week said (FRIDAY approx 5th)

Hey I'm gonna see your girl today"

I said I don't have a girl or a guy Again he said I'm gonna rep your girl today

- Very toxic - POT stirrer

Want it to be done so we can move on with work

check  
Ashley  
sup  
Figs  
was asked  
about it  
in an  
interview  
that  
did not  
have a  
time line

in  
sup  
office  
about  
think  
anyone  
was  
not  
written

# Ashley Surprise

1. Captain ~~Johnson~~ Mike said <sup>saw</sup> on facebook

She is going to bring anyone down she can from CCI

She claims I was harassing her by not  
giving her response.

Stop dragging my name through the mud

She claims me & a support were having  
an inappropriate relationship at work.

She watched from Control 13 min in  
the evidence room & we walked out with  
evidence - I have brought multiple  
people back in the evidence room  
for training

Sgt Ziegler in control observed times that night  
Blue shirts need security director approval

- What she is saying to ruin my reputation -

She is being vindictive as I have  
found out in the interview

- Stress - I hate second guessing myself  
which is what investigators lead to -

I want to go on with my dream job  
I want this all to stop -  
I can write about Ziegler's promotion

I don't want to work with Surprise being  
if I write her up it will be seen as  
retaliation

~~Reported~~ -

Chapman - Problem with Surprise

Concerned about her bringing up concerns/  
allegations -

Nothing I can think of no job coaching

no write up I've worked with her

10 times to create this dislike towards  
me

Result - Zigler - Parental  
mediation - Don't care to do a  
but if someone would address it  
and it is over that is all I want



## EMPLOYEE INVESTIGATION REPORTS SUMMARY OF INVESTIGATION FINDINGS

**INVESTIGATOR INSTRUCTIONS:** Summarize the findings and conclusions of the investigation. Attach all supporting documentation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Suprise, Ashley	JOB TITLE OR CLASSIFICATION Correctional Officer	INCIDENT DATE(S): 12/10/20
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SUMMARY OF CONDUCT (Report facts only – no opinions or recommendations)

It was reported that on or about 12/12/2020, CO Suprise alleged that Sgt. Kaylene Betancourt and Supervising Officer 1 Ethan Marczewski went down the R&O Hallway to the evidence room, were gone for 15-20 minutes and when they came out of the room, the sergeant's hair was all messy like they were doing something in the evidence room.

According to staff witnesses, CO Sullivan and CO Cormican, CO Suprise told them while she and Sgt. Ziegler were working in Control one evening on 3<sup>rd</sup> shift, they witnessed Lt. Marczewski and Sgt. Betancourt go down the R&O Hallway. CO Sullivan stated CO Suprise reported to him they were in the evidence room for approximately 15 minutes. CO Cormican stated CO Suprise reported to him Lt. Marczewski and Sgt. Betancourt were in the evidence room for an extended period of time.

According to CO Sullivan, CO Suprise told him, Sgt. Betancourt's hair was one way when she went down the R&O Hallway into the evidence room, and another way when Sgt. Betancourt came out. CO Suprise said Sgt. Betancourt's hair was braided and when she came out of the evidence room and R&O Hallway it was a static, puffy mess.

Sgt. Ziegler stated he and CO Suprise spoke about Lt. Marczewski and Sgt. Betancourt going down the R&O Hallway and came to the conclusion that they went into the evidence room. Sgt. Ziegler stated he and Suprise spoke about the likelihood that they were engaging in inappropriate behavior in the evidence room because of how they interact within the institution, because Betancourt is always around Marczewski and because there are [REDACTED] in the evidence room. Both Lt. Marczewski and Sgt. Betancourt state they went into the evidence room to log evidence. Lt. Marczewski was teaching Sgt. Betancourt how to log evidence.

CO Suprise initially denied telling CO Sullivan about Lt. Marczewski and Sgt. Betancourt going down the R&O Hallway into the evidence room to have inappropriate relations. CO Suprise then stated she may have. When Suprise was asked if she spoke to both CO Sullivan and CO Cormican about what Sgt. Ziegler stated he believed Lt. Marczewski and Sgt. Betancourt were doing in the evidence room, she stated yes. When asked directly what Sgt. Ziegler stated he believed Lt. Marczewski and Sgt. Betancourt were doing in the evidence room, CO Suprise said, "...It was along the lines that they were in there fucking or a sexual nature."

CO Suprise stated staff asked her about the incident and she didn't know how they knew about the incident. She stated she didn't want to get involved.

### POTENTIAL WORK RULE(S) VIOLATED

WORK RULE #	WORK RULE AND SUPPORTING SPECIFIC FACTUAL INFORMATION/ DOCUMENTATION
14-Intimidating harassing, bullying	- CO Suprise admits she told both CO Cormican and CO Sullivan what Sgt. Ziegler told her about Sgt. Betancourt and Lt. Marczewski, when working with him in Control, as follows, "It was along the lines that they were in there fucking or a sexual nature."
17-Making false, inaccurate, malicious statements	-Staff witnesses CO Sullivan and CO Lafond stated CO Suprise told them Lt. Marczewski told Control not to use her as a support because Lt. Marczewski didn't like CO Suprise.  -Sgt. Ziegler stated CO Suprise mentioned Lt. Marczewski wasn't utilizing CO Suprise as a support.

-Lt. Marczewski stated he never told Control or anyone not to utilize CO Surprise as a support.

-CO Surprise denies she stated Lt. Marczewski said not to use her as support, but when asked if she believed Marczewski told Control not to use her because he didn't like her she stated it was a assumable guess, so she was sure she did.

-CO Surprise admits she told CO Cormican and CO Sullivan what Sgt. Ziegler told her about Sgt. Betancourt and Lt Marczewski, when working with him in Control as follows, "It was along the lines that they were in there fucking or a sexual nature."

03-Insubordination, negligence	- Surprise was directed via PPD by the HR Director and Captain Pitzen on her chain of command. She was told to forward concerns during probation to Captain Ptizen, and she failed to do so. She was directed by sergeants and supervisors to follow the chain of command and she did not. Instead, she uses the premise of "getting advice" from her peers, as a method of spreading gossip amongst coworkers.
Choose an item.	
Choose an item.	
Choose an item.	

**POTENTIAL SERIOUS MISCONDUCT**

SERIOUS MISCONDUCT #	SERIOUS MISCONDUCT
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	
Choose an item.	

**POTENTIAL POLICY(IES) VIOLATED**

POLICY #	POLICY

**COMMENTS**

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## EMPLOYEE INVESTIGATION REPORTS PRE-DISCIPLINARY MEETING

**INSTRUCTIONS:** Document the content of the pre-disciplinary meeting and any exhibits provided.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Suprise, Ashley		JOB TITLE OR CLASSIFICATION Correctional Officer	INCIDENT DATE(S): 12/10/20
<b>PRE-DISCIPLINARY</b>			
INTERVIEW DATE 02/11/2021	TIME 3:00 p.m.	EMPLOYEE REPRESENTATIVE PRESENT (Last Name, First Name) Suprise, Ashley	MANAGEMENT REPRESENTATIVE NAMES (Last Name, First Name) Goodman, Sarah Ingenthron, Brendan

BEGIN THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:

- (IF NO REP PRESENT) Remind the subject the pre-disciplinary notice included the right to have a representative; since one is not present, you assume they would like to proceed without one and note it in the REPRESENTATIVE PRESENT box above.
- As appropriate state either:
  - These proceeding will be recorded, or;
  - These proceedings are not to be recorded. If it is found you have recorded this meeting, you will be in violation of work rule 11, which prohibits unauthorized recording.
- Ask if there are any questions about these guidelines before beginning.
- Inform the employee of management's assessment of the essential facts which resulted in the finding a work rule violation occurred.
- Ask the employee if there any mitigating factors to consider?
- For potential criminal investigations – review the previously completed form DOA-15807-G – Investigations Involving Criminal Matters (Garrity / Oddsen Warning)

### EMPLOYEE RESPONSE

I have spoken with Captain Pitzen in regards to the information with Betancourt. I spoke to Pitzen about the time Marczewski left me to sit on the unit. I would often utilize Captain Pitzen when I was having issues with things. This incident happened within two days of me being walked and I didn't have the opportunity to speak to Pitzen. Pitzen was aware of my issues with Betancourt and Marczewski. Pitzen told me not to tell him too much in case he was assigned an investigation. Pitzen said he couldn't get involved. I don't know any other chain of command I could of possibly of used because I went to them all, including the Administration Captain. It really seems this stuff was continuously pushed under the table, the amount of retaliation, to get me fired. Retaliation from lowest level of staff to administration staff.

Took a Break - 3:09 p.m.

Resumed - 3:12 p.m.

I believe in my statement of whether or not Marczewski said something to Control about utilizing me as a support, I have reason to believe because of the sexual nature of conversations, both e-mail and personal, in and out of the institution, that retaliation from Marczewski was happening not only on that night with Lafond but several times prior to that. Marczewski would come onto my unit, starting after the night I went to him about Sgt Betancourt prank phone calling me. Marczewski would sit for an hour at a time on my unit while doing his rounds. I was uncomfortable with being in the bubble. When I noticed Marczewski was doing his supervisory round, I would come out of the bubble, so any conversation we had were out in the dayroom so I wouldn't be accused of doing anything sexual within the institution. The e-mails and comments started about next time locking the bubble door and suggestive e-mails that I would perform a sexual act of some sort. There was a time I tried to avoid conversation, and just kind of ignored Marczewski. That is when retaliation started happening towards me. This includes the incident with [REDACTED] and locking him up. I went to Captain Judd, Captain Julson, Captain Chatman and asked why none of them came to lock him up. Why wouldn't Marczewski not come, being the higher up supervisor, and take care of the situation with the inmate instead of me almost ending up in another investigation.

I have an e-mail to Captain Judd with this information about this particular incident and the retaliation about Marczewski. Judd forwarded to HR Director Healey. Judd responded and told me that. I also talked to Captain Pitzen about my concerns about retaliation. I was so scared I didn't know what to do or who to talk to. It seemed like everyone was trying to cover for Marczewski, including the Warden's office. This is why during the last investigation I told the interviewers, you two, I wasn't comfortable with you conducting the interview. I have now forwarded this information on to Madison. I've contacted Secretary Carr and one of the directors to complete an intake with them. I'm scared of anyone here handling this investigation. I've been tormented the last six months of my employment here.

After the [REDACTED] thing, I had a conversation Marczewski, on my unit, about getting a notice from my landlord about my lawn being too long. I was working a lot of hours. I was telling Marczewski, it was awkward, when I get nervous, I just start raving stupid shit. Jokingly, I told him I'll pay you to come cut my grass. My grass is a foot long and my lawn mower wouldn't go through it. Marczewski turned it sexual in

e-mails, and in conversations for the next few months. After the [REDACTED] thing happened, as a clear retaliation against me, by not coming and taking an inmate off the unit. I then became concerned.

Thanksgiving we were supposed to have a pot-luck on 3<sup>rd</sup> shift with a few different people. Sullivan I believe was one of them, Marczewski, Bortz and Sgt. Rui. We discussed a pot luck and dishes to bring. I worked opposite shift that week, so I e-mailed Marczewski from my personal e-mail once I got home because I needed to go to the store. I asked Marczewski who was all participating in the potluck Marczewski had set up. Marczewski responded and asked me if I mowed my grass yet. Marczewski stated he could fill my holes, in reference to my mouth. Marczewski stated it was too bad I wasn't at work. Comments were made to me several times about me doing sexual acts with Marczewski at work. I am seeing someone and I felt so uncomfortable I didn't know what to do.

Took Break 3:24 p.m.

Resumed: 3:25 p.m.

Thanksgiving of 2020, I finally gave into what Marczewski wanted and he came over to my house before his shift. I thought if I gave him what he wanted, it would stop. I just wanted it to stop. I wanted everything to stop between Betancourt and Marczewski. I just wanted to just do my job. I have a hard life at home. My child [REDACTED] I just needed to be able to come to work and not have to have hell at work too. I didn't know what else to do. I went to Captain Julson about the way Marczewski was treating me and he dismissed it. Anyone I talked to, said that's just who he was. I don't think that calling staff "fucking retards" is appropriate.

I have no type of attraction to Lt. Marczewski in any way shape, form or manner. I felt so helpless I didn't know what else to do. It seems that everyone is sleeping with everyone here. Apparently that's what I needed to do in order for it to stop. It's not okay. The fact that this went on for months I couldn't talk to anyone here about it. The hazing environment that had been created here.

After that whole thing happened, Marzcewski got worse. Marzcewski wouldn't even utilize me as a support. I wasn't doing anything wrong. yes, I needed to learn a lot of stuff because I had been on GP for last few months. Others walked me through the steps to learn my role as a support person. They knew I'd be the first one running, they didn't have any doubt about it.

This entire situation has destroyed my confident, self respect, self esteem, it has utterly humiliated me. Now, this is gonna come out that this happened and I'm humiliated. For me to come out to my REP I was crying about this entire situation. It created a very stressful environment for me here which is where my [REDACTED] happened between Marczewski and Betancourt non stop.

I would respond to the e-mails from Marczewski. I would try to stay on a professional tone and take it off of the sexual. It would go back to sexual. I would say that sounds reasonable. I didn't want to engage, but didn't want to piss him off and have him come after me. I think it might have happened with another female officer. I'm not sure, it's just heresay, so I haven't said anything. Rumors fly left and right about everyone.

This needs to come out because it is not fair and shouldn't happen to another female, the abuse of his power. Where a female feels forced to have to sleep with him after months and months of bull shit. In my e-mail he also refers to inmates, this would have been when he first started, after the whole Betancourt situation. Marczewski used the term "niger" in his e-mail. I believe it was in reference to inmates. I am trying to understand why the Fuchs Administration is trying to protect Marczewski who has made a joke out of this institution.

Marczewski has made life hell for me. Betancourt has made life hell for me to the point that I almost [REDACTED] because I didn't want to come here. I talked to a peer supporter about it because I was so upset. I believe It might have been Cormican, I was so distraught because I couldn't do it anymore. No one knew my side of the story and they still don't know my side of the story. The fact that I feel so scared to come forward with my side of the story is not okay.

The e-mails that I have on my personal e-mail, the messages that I have over different services outside of the institution, all detail Marczewski talking about him filling my hole up, cutting my grass, while he's on his way over to my home. It shouldn't of had to come to this. I don't have anything else to say.

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**CLOSE THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:**

- State the meeting is concluded and retaliation against witnesses who participated or believed to have participated in this investigation is prohibited and subject to discipline.
- State the State of Wisconsin provides an Employee Assistance Program. Provide vendor web address, the phone number or provide a brochure.
- Inform the employee they will be notified after the information is reviewed and a final decision is made.

## COMPUTER ACCOUNT INVESTIGATION

**INVESTIGATION INFORMATION:** Email messages, text messages and home folder content will be copied to a secure location and staff in charge of the investigation will be provided access. The content available includes: DOCVault email and attachments; texts sent to and from DOC text users; cellular telephone records with to/from numbers including date and time and duration; DOC managed files and file folders; and internet browsing records captured by DOC. If you request text messages, they will be determined by DOC staff person name and relevant date range. If you request the home folder (H:Drive), it will include current content.

- **ALL FIELDS ARE MANDATORY AND MUST BE COMPLETED (unless indicated as optional).**
- **FORM MUST BE APPROVED BY DIVISION ADMINISTRATOR, DEPUTY SECRETARY, ASSISTANT DEPUTY SECRETARY OR ASSISTANT DIVISION ADMINISTRATOR BEFORE SUBMISSION TO DOC E-Reviews.**
- **THIS FORM MUST BE COMPLETED AND SUBMITTED ELECTRONICALLY, NO ATTACHMENTS – ENTER ALL DATA ON THIS FORM.**
- **ACCESS WILL EXPIRE 60 CALENDAR DAYS AFTER MATTER DELIVERY DATE.**

### EMPLOYEE INFORMATION

NAME OF EMPLOYEE (Last, First MI) Marczewski, Ethan		NETWORK LOGON ID (optional)	LOCATION NAME (acronym) CCI	
BUSINESS STREET ADDRESS 2925 Columbia Dr.		CITY Portage	STATE WI	ZIP 53901

DISABLE COMPUTER ACCESS     OUTLOOK     INTERNET     NETWORK     ALL ACCESS

IF THIS IS A REQUEST TO UPDATE A PRE-EXISTING MATTER, ENTER MATTER CODE HERE:

### REQUEST COPY OF

<input checked="" type="checkbox"/> EMAIL	START DATE: 7/1/2020	END DATE: 3/1/2021
<input type="checkbox"/> TEXT	START DATE:	END DATE:
<input type="checkbox"/> CELLULAR PHONE USE	START DATE:	END DATE:

DEFINE SEARCH PARAMETERS e.g. Keywords, Subject Matter, Search Terms, Names, Document Type(s), etc. below:

All emails to/from Ethan.marczewsk@Wisconsin.gov to/from the following email addresses, ashley.suprise@wisconsin.gov,

REQUEST COPY OF ALL FILES CURRENTLY IN HOME FOLDER (H:DRIVE)     YES     NO

REQUEST LOG OF INTERNET BROWSING HISTORY: Internet browsing history may be available     YES     NO    START DATE  
for up to one year. Search must be specified below.    END DATE

DEFINE INTERNET BROWSING - select one or more **supercategory** from the reverse side of the page.

INVESTIGATION REQUESTER: Matthew Polsin	INVESTIGATION NUMBER (ASSIGNED BY HR – e.g. ER DCC R1 11 001):	DATE: 3/10/2021
LEAD REVIEWER: Matthew Polsin	LEAD REVIEWER NETWORK ID polsimthck	
ADDITIONAL REVIEWER(S) WITH NETWORK ID's (optional)		

### APPROVAL SIGNATURES

DIVISION ADMINISTRATOR / DEPUTY SECRETARY/ASSISTANT DEPUTY SECRETARY/ASSISTANT DIVISION ADMINISTRATOR:    DATE SIGNED:

**ONLY forms received from Division Administrator, Deputy Secretary, Assistant Deputy Secretary or Assistant Division Administrator will be processed by DOC BTM E-Reviews. Email this form to [DOCEReviews@wisconsin.gov](mailto:DOCEReviews@wisconsin.gov) :**

### BUREAU OF TECHNOLOGY MANAGEMENT USE ONLY BELOW THIS LINE

BTM STAFF INITIALS:    MATTER DELIVERY DATE:    MATTER CODE:

**Select one or more supercategories below, which best describe the internet browsing history to be returned.**

<b>Supercategories</b>	<b>Categories Included</b>
Entertainment/Recreation	Entertainment, Music, Other Entertainment/Recreation, Radio Stations, Streaming Media, Television/Movies
News and Media	News and Media
Business and Economy	Classifieds, Corporate Marketing, Finance, Other Business and Economy, Professional Services
Education	Continuing Education/Colleges, History, K-12, Other Education, Reference Sites, Science/Tech
Information Technology	File Host, Image Host, other Information Technology, Portals, Safe Search Engine, Shareware Download, Translators, Web Banners, Web Host, Web Search
Job/Employment Search	Job/Employment Search
Government and Politics	Other Government and Politics, Politics, Government
Miscellaneous	Any site not in another category
Travel	Travel
Vehicles	Vehicles
Adult Material	Adult Sex Education, Adult Themes, K-12 Sex Education, Lingerie/Bikini, Nudity, Other Adult Material
Drugs	Drugs
Gambling	Gambling
Illegal or Questionable	Anonymizer, Computer Hacking, Copyright Infringement, Mature Humor, Other Illegal or Questionable, Profanity, Questionable
Militancy/Hate and Extremism	Militancy/Hate and Extremism
Tasteless	Profanity, Tasteless, Mature Humor
Violence	Violence
Weapons/Bombs	Weapons/Bombs
Games	Games, Other Games, Social Networking Games
Health	Health
Internet Communications	Blogs, Discussion Forums, Internet Services, Online Chat, Other Internet Communication, Peer-to-Peer Site, Remote Access Tools, Webmail
Religion	Alt/New Age, Cult, Other Religion, Traditional Religion
Shopping and Auctions	Online Auctions, Online Shopping, Other Shopping and Auctions, Real Estate
Social and Family Issues	Family Issues, Other Social and Family Issues, Social Issues
Society and Lifestyle	Alcohol/Tobacco, Alternate Lifestyle, Art/Culture, Dining/Restaurant, Hobbies/Leisure, Other Society and Lifestyle
Special Interests/Social Organizations	Special Interests/Social Organizations
Sports	Sports
Security	Other Security, Spyware/Adware

**Archived:** Wednesday, November 26, 2025 2:11:59 PM  
**From:** [Healey, Erica M - DOC](#)  
**Sent:** Mon, 1 Mar 2021 19:56:46  
**To:** [Preston, Christine A - DOC](#)  
**Subject:** FW: CCI - Marczewski Investigation Referral 325-21-071  
**Importance:** Normal  
**Sensitivity:** None

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Chrissy,

If you find that there are more documents or investigations that you need as exhibits for this one, just let me know. One of the problems I had in putting this together is that Ms. Surprise has mentioned things from more than 9 months ago and is incorporating multiple other investigations and complaints in her most recent allegation. So, our team went over things today to make sure it was narrowed down to issues we haven't already looked into. I've tried to put in everything that seems relevant. Two exhibits we don't have: the emails and the facebook post. I do not know if either exists.

\*Also note, Surprise's investigation is routed with the Secretary's Office. And, she recently was released from jail on separate charges. So, I'm working with Kelli Brown/ER on those issues.

**Erica Healey**  
HR Director - CCI  
Phone: 608-742-9120  
Fax: 608-742-9125

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**From:** Healey, Erica M - DOC  
**Sent:** Monday, March 1, 2021 9:12 AM  
**To:** Preston, Christine A - DOC <Christine.Preston@wisconsin.gov>  
**Cc:** Hove, Stephanie R - DOC <Stephanie.Hove@wisconsin.gov>; DOC DL DAI CCI Investigations <DOCDLDAICCIInvestigations@wisconsin.gov>; Cooper, Sarah E - DOC <Sarah.Cooper@wisconsin.gov>  
**Subject:** CCI - Marczewski Investigation Referral 325-21-071

Chrissy,

Attached is the Marczewski investigation referral discussed previously. 325-21-071

Although many issues are raised, this investigation is limited to the items that have not previously been investigated. Those previous investigations are as follows:

- (1) [REDACTED]
- (2) [REDACTED]
- (3) [REDACTED]
- (4) [REDACTED]

I've summarized and listed out all the new allegations put forward in Surprise's pre-disciplinary meeting with NLCI investigators. Unfortunately, her explanations are somewhat incomplete as to time, date, and place, so I've captured what I can. I've included all supporting documents that we have as exhibits and list any additional ones that she mentions exist on the 15807H.

**Erica Healey**

HR Director - CCI  
Phone: 608-742-9120  
Fax: 608-742-9125

# ADULT CONDUCT REPORT

INMATE NAME (Last, First) [REDACTED]	DOC NUMBER [REDACTED]	INMATE LIVING QUARTERS [REDACTED]	FACILITY NAME CCI	CONDUCT REPORT NUMBER 00132162
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DESCRIPTION OF INCIDENT	INCIDENT DATE: 10/23/2020	INCIDENT TIME: Approx. 6:00 PM
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On Friday, October 23, at approximately 6:02 p.m. I, Officer Suprise was working my assigned post as Housing Unit 2 Officer working in the unit control bubble with OJT Cardinal monitoring movement from meal time in the day room to the B-lower tier. I/m [REDACTED] stopped at the bubble door attempting to talk to me with his hand in his waistband with the majority of his hand in his pants. I immediately directed him to remove his hand from his pants now and told him that was disgusting. I/m [REDACTED] laughed, repeatedly said over and over again "Hey Suprise, I'm not leaving until you talk to me" while making several sexual gestures towards me by licking and biting his lips and smiling as he was staring at my backside with his eyes drawn towards my buttocks area. This was noticed by Sgt. Fox, who directed I/m [REDACTED] to stop, OJT Cardinal and me. I gave I/m [REDACTED] several directives to lock-in and notified Sgt. Fox, who also gave him multiple directives to lock in. Sgt. Fox and he notified the supervisors.

I needed to continue to monitor unit operations as we already had several disruptions delay operations and directed OJT Cardinal just to ignore I/m [REDACTED] I/m [REDACTED] continued to stand at the bubble door for approximately the next half hour. Sgt Fox needed to proceed too another tier to take care of an issue. I/m [REDACTED] remained at my bubble door yelling and demanding I pay attention to him and talk to him and then began making comments about my buttocks region and said something about if "I only had 10 minutes." I immediately turned around and asked I/m [REDACTED] what does that mean, if you only had 10 minutes. I/m [REDACTED] licked his lips smiling and laughed again. I told him he is disgusting and the security supervisors will be notified.

I/m [REDACTED] continued this above mentioned behavior in addition to walking back and forth around the bubble, pounding knocking yelling my name at the bubble to get my attention. He also made comments about OJT Cardinal's body and age stating that he looks like he just graduated high school, he is a tall thick guy and could be a football player. OJT Cardinal directed I/m [REDACTED] to stop making those comments towards him, they are inappropriate.

Sgt. Fox returned to the dayroom and directed I/m [REDACTED] to the B-lower Tier. I/m [REDACTED] began walking to the tier and as Sgt. Fox proceeded to the A-lower Tier, I/m [REDACTED] quick ran back up to the bubble and continued his same above disrespectful and sexual gestures to me yelling my name. Sgt. Fox exited the tier and returned to the dayroom directing I/m [REDACTED] again to lock in. I/m [REDACTED] refused to lock in until he received an alcohol pad and HSU was notified for a cut on his toe

. At approximately 6:35 p.m. I/m [REDACTED] was finally secured into his cell. I could hear I/m [REDACTED] over the tier speaker talking sexually about me to other inmates, discussing my buttocks area. All unit operations on that tier needed to be stopped, including other I/m's ending their calls due to the behavior of I/m [REDACTED] Sgt. Fox received an anonymous note from an inmate that stated I/m [REDACTED] was on the tier yelling saying that if Suprise gives me a ticket I am going to lie and say that she was flirting with me and get her fired. I contacted Sgt. Carl. Sgt Carl and I took the note to the supervisor's office and handed it over to Lt. Marczewski. This end my involvement in the situation. EOR

STAFF MEMBER COMPLETING THIS REPORT SUPRISE, ASHLEY	DATE COMPLETED 10/26/2020
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CODE	CODE VIOLATION	FINDING OF GUILT	
		Guilty	Not Guilty
1. DOC 303.14	Sexual Conduct	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. DOC 303.33	Disruptive Conduct	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3. DOC 303.28	Disobeying Orders	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. DOC 303.51	Loitering	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. DOC		<input type="checkbox"/>	<input type="checkbox"/>
6. DOC		<input type="checkbox"/>	<input type="checkbox"/>

**RECORD OF UNCONTESTED DISPOSITION (Complete if 303.76)**

DISPOSITION:	DATE OF DISPOSITION
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NAME OF APPROVING SUPERVISOR:	INMATE'S SIGNATURE OF AGREEMENT
-------------------------------	---------------------------------

SECURITY DIRECTOR REVIEW (Complete if 303.80 or 303.81)

CONDUCT REPORT PROCESS:  Proceed as Major  Proceed as Minor  Return for more information  Dismiss

CONSIDERATION OF MAJOR HEARING :

- Designated as a Major Offense by DOC 303.71 (2) OR
- Previously been found guilty of the same or similar offense (consideration given to how often and how recently)
- Recently been warned about the same or similar conduct
- Created a risk of serious disruption at the facility or community
- Created a risk of serious injury to another person
- Created a risk of serious financial impact
- The value of property involved (if alleged violation was actual or attempted damage and/or misuse of property, possession of money, gambling, unauthorized transfer of property, soliciting staff, or theft)
- Psychological services input for serious mentally ill inmate

SECURITY DIRECTOR SIGNATURE PITZEN, KEVIN		DATE SIGNED 10/26/2020
DATE COPY GIVEN TO INMATE 10/27/2020	STAFF DELIVERING COPY TO INMATE BITTELMAN, DOUGLAS	

RECORD OF UNCONTESTED MAJOR DISPOSITION

DISPOSITION:	DATE OF DISPOSITION
NAME OF SUPERVISOR:	INMATE'S SIGNATURE OF AGREEMENT
SECURITY DIRECTOR APPROVED <input type="checkbox"/> DEPUTY WARDEN APPROVED <input type="checkbox"/>	

RECORD OF CONTESTED DISPOSITION DOC (303.77, DOC 303.80, DOC 303.81)

DISPOSITION:	DATE OF DISPOSITION
90 Days Disciplinary Separation, 10 Days Loss of Phone	11/06/2020
NAME OF SUPERVISOR: GERRY, BRYAN	MAJOR DISPOSITION <input checked="" type="checkbox"/> Yes MINOR DISPOSITION <input type="checkbox"/> Yes
REFERRED TO CLASSIFICATION COMMITTEE: <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	



# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

3/9/2021

Ashley Surprise  
Corrections Officer  
CCI

Email / Phone

Dear Ms. Surprise:

This is to notify you that you are directed to appear at an investigatory meeting concerning inappropriate/harassing statements and comments made by Ethan Marczewski. You have been identified as a witness in this matter. The meeting has been scheduled for:

DATE: 3/10/2021  
TIME: 9:00am  
LOCATION: Conference Line Please Call [REDACTED]

Veva Calderon will be joining me in this interview. You must answer management's questions truthfully and thoroughly. You will be allowed to have a personal representative during this meeting. If you choose to select a personal representative, please notify me of your choice no later than 3/10/2021. It will be your responsibility to inform your personal representative of the date and time of this meeting. Please note that this interview will be audibly recorded.

This process can be stressful. We have peer supporters that can check-in with you during and after this process. The investigation will continue to remain confidential. Peer supporters are available for you to contact or if you prefer, your human resources department can have one of them follow-up with you. A list of the peer supporters is included with this notice.

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, (833) 539-7285, or visit <https://sowi.mylifeexpert.com>, use: [REDACTED] as the username.

If you have any questions or concerns regarding the employee investigation process, please contact your Human Resources Department.

Sincerely,

Matthew Polsin  
Corrections Investigator  
(608) 220-8295

cc: Supervisor  
Human Resources  
Investigation File





# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

3/23/2021

Ryan Blount  
Security Director  
CCI

Email / Phone

Dear Mr. Blount:

This is to notify you that you are directed to appear at an investigatory meeting concerning inappropriate/harassing statements and comments reportedly made by Ethan Marczewski. You have been identified as a witness in this matter. The meeting has been scheduled for:

DATE: 3/23/2021

TIME: 11:00am

LOCATION: Phone conference, Please call [REDACTED]

Veva Calderon will be joining me in this interview. You must answer management's questions truthfully and thoroughly. You will be allowed to have a personal representative during this meeting. If you choose to select a personal representative, please notify me of your choice no later than 3/23/2021. It will be your responsibility to inform your personal representative of the date and time of this meeting. Please note that this interview will be audibly recorded.

This process can be stressful. We have peer supporters that can check-in with you during and after this process. The investigation will continue to remain confidential. Peer supporters are available for you to contact or if you prefer, your human resources department can have one of them follow-up with you. A list of the peer supporters is included with this notice.

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, (833) 539-7285, or visit <https://sowi.mylifeexpert.com>, use: [REDACTED] as the username.

If you have any questions or concerns regarding the employee investigation process, please contact your Human Resources Department.

Sincerely,

Matthew Polsin  
Corrections Investigator  
(608) 220-8295

cc: Supervisor  
Human Resources  
Investigation File



# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

4/6/2021

Ethan Marczewski  
Supervising Officer 1  
CCI

Email Delivery/Phone

Dear Mr. Marczewski:

This is to notify you that a Pre-Disciplinary Meeting has been scheduled for 4/7/2021, at 1:00pm. The meeting will be a phone conference. Please call [REDACTED]

At this meeting, you will be given an opportunity to refute management's findings and to introduce additional information, facts or evidence not yet presented to management for consideration in making a final decision regarding whether disciplinary action should be taken for violation of the following State of Wisconsin Work Rules:

- Work Rule 2, Failure to comply with written agency policies and procedures. (ED 5- Harrassment and Discrimination; ED 50 Guidelines for Appropriate Use of Department of Corrections Information Technology.
- Work Rule 14, Intimidating, interfering with, harassing, demeaning, treating discourteously, or bullying, or using profane or abusive language in dealing with others.
- Serious Misconduct 1, While on duty harassing a person.

Specifically, Lt. Ethan Marczewski did verbally and electronically make sexually inappropriate statements towards CO Ashley Surprise, which she stated were unwlecomed. This communication occurred using his state-issued email account, face-to-face interactions, and facebook messenger.

You have the right to personal representation during this meeting. If you are selecting a personal representative, please notify me of your choice no later than 4/7/2021. It will be your responsibility to inform your personal representative of the date and time of this meeting. Please let me know if you have questions regarding this meeting.

This process can be stressful. We have peer supporters that can check-in with you during and after this process. The investigation will continue to remain confidential. Peer supporters are available for you to contact or if you prefer, I can have one of them follow-up with you. A list of the peer supporters can be found [insert location].

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, (833) 539-7285, or visit <https://sowi.mylifeexpert.com>, use: [REDACTED] as the username.

Sincerely,

Matthew Polsin  
Corrections Investigator

cc: Supervisor  
Human Resources  
Investigation File