



OFFICE OF THE CHIEF OF POLICE
LOUISVILLE, KENTUCKY

CRAIG GREENBERG
MAYOR

PAUL L. HUMPHREY
CHIEF OF POLICE

August 12, 2024

Major Brian Kuriger #2506
Special Investigations Division

Professional Standards Cases #24-034

Dear Major Kuriger:

On June 20, 2024, an investigation was initiated concerning any violations of the Louisville Metro Police Department's rules, standards, policies and procedures regarding allegations contained in a May 23, 2024, memo written by Major Shannon Lauder. The investigation was assigned to and conducted by outside counsel James P. Dilbeck of Dilbeck & Myers, PLLC. Mr. Dilbeck's independent investigation is now complete. After conducting a thorough review of his findings, the following is the result and my final action regarding these matters.

Violations of:

Standard Operating Procedure 2.10.5

Harassment/Sexual Harassment/Sexual Abuse and Discrimination

- Count 1: Investigation of PSU 22-036 and PSU 23-007 - **Exonerated**
- Count 2: Alleged inappropriate behavior and comments made while working in Training - **Unfounded**

Standard Operating Procedure 5.1.4 Conduct Unbecoming - **Exonerated**

Investigation of PSU 22-036 and PSU 23-007

On May 22, 2024, Major Shannon Lauder made accusations during a departmental meeting that she had been "sexually harassed and attacked." In her memorandum following those accusations, dated May 23, 2024, she further detailed how she had allegedly been "continually harassed and targeted" during the investigation of Professional Standards Unit (PSU) cases PSU 22-036 and PSU 23-007. Major Lauder is a subject of investigation in both cases, which involve allegations of a sexual nature. Major Lauder, via her attorney, declined to be interviewed by the independent investigator.

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I have determined that no misconduct or violations of policy occurred. It was specifically found that no violation of Standard Operating Procedure 2.10.5 Harassment/Sexual Harassment/Sexual Abuse and Discrimination occurred related to your involvement in the investigation of PSU 22-036 and PSU 23-007. You appropriately and thoroughly investigated the allegations that formed the basis of PSU 22-036 and PSU 23-007, in a manner consistent with your role as an investigator within the Special Investigations Division.

In his findings letter, Mr. Dilbeck stated that he watched your interview with Major Lauder twice and read it once. He also conducted other interviews in relation to the accusations alleged by Major Lauder. Mr. Dilbeck found the following:

- It was appropriate for you to request the initiation of PSU 23-007 and act as the lead investigator on the matter.
- LMPD SOP 5.1.2, [REDACTED], requires officers to abide by the Louisville Metro Government (LMG) Code of Ethics.
- Major Lauder's claim that [REDACTED] [REDACTED] was done for the purpose of sexually harassing her was "unfounded and without any basis."
- Major Lauder's claim that you conducted your investigative practices to seek incriminating information on her and only interviewed witnesses you thought would help your narrative and chose not to interview others was "completely unfounded."
- No facts indicate that Major Lauder asked for a change in the time or location of her interview. Other witnesses asked to reschedule interview times, and that was done without objection.
- She was interviewed while serving as Night Commander for the department in a building where your office and other members of command are housed.
- Major Lauder was required to answer questions pursuant to LMPD SOPs concerning PSU investigations.
- She did not ask to take a break or leave while being interviewed.
- She was never threatened by you with termination. You read to her the statements required to be read to a witness to answer truthfully and completely or be subject to LMPD disciplinary action.
- All of the questions you asked were appropriate based on the nature of the allegations that formed the basis of PSU 22-036 and PSU 23-007. You followed up with questions when her answers appeared to conflict with certain documentation or when you needed clarification.
- It appeared that you avoided as much as possible asking questions of a sexual nature. Instead, you asked what was said and what was meant by Major Lauder's responses. Mr. Dilbeck even noted that it may have been appropriate for you to ask more invasive questions, given the nature of the allegations being investigated.
- You provided Major Lauder ample opportunity to answer any and all questions you asked.
- Major Lauder's claim that you "asked leading questions, and persisted in those questions, many of which were sexual in nature, attempting to solicit the response [you] wanted" was "unfounded."
- You were not argumentative. You did not appear mad. You did not use a sexually suggestive tone when asking a question, as alleged by Major Lauder.
- Mr. Dilbeck reviewed the other interviews other investigators and you conducted in PSU 22-036 and PSU 23-007, and all were conducted appropriately.

As noted above and based on Mr. Dilbeck's fact finding, I find no violation of LMPD SOP 2.10.5 occurred.

Alleged Inappropriate Behavior and Comments Made while Working in Training

Major Lauder alleged in her memorandum of May 23, 2024, that she had “learned” that during your time working in Training, you would comment regularly on female recruits and officers’ bodies in a sexual way; would look up recruits’ girlfriends and wives on Facebook and comment on their bodies; and that you had received lap dances from female recruits at previous academy graduation parties.

You denied these allegations when interviewed by Mr. Dilbeck. A colleague who worked with you during part of your time in Training denied ever seeing any of the allegations raised by Major Lauder during the time you served together. You worked in the Training Academy from October 2017 to July 2021. There have been no similar or corroborating complaints filed during your time with the Training Academy or otherwise during your time with LMPD.

The complainant did not provide any further details or information about this allegation and declined, via her attorney, to be interviewed by the independent investigator. Further, Lt. Jeff Lauder, Major Lauder’s husband, who worked with you during your time in Training also declined, via counsel, to be interviewed by the independent investigator.

Based on the complainant and Lt. Lauder declining to be interviewed and the interviews that were obtained in this case, there is no credible evidence that the alleged behavior occurred.

Outcome

It is clear, based on the investigation and the above findings, your actions were appropriate and expected within the scope of your duties. No disciplinary action is warranted.

Sincerely,



Paul L. Humphrey
Chief of Police

cc: Legal Division
Professional Standards Unit