



# County of Volusia



DEPARTMENT OF PUBLIC PROTECTION  
Beach Safety Division

440 South Beach Street • Daytona Beach, Florida 32114-5004  
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www.volusia.org

TO: Daryl E. Shone  
Beach Patrol Officer

FROM: Kevin Sweat *KCS*  
Director

DATE: October 16, 2003

SUBJECT: NOTICE OF SUSPENSION WITHOUT PAY

You are herewith notified of suspension without pay for five (5) working days. This action will be effective on Sunday, October 19, 2003. You are to return to work on Sunday, October 26, 2003.

Also, as a condition of continued employment, it is mandatory that you attend additional training on Sexual Harassment. This training is scheduled for Tuesday, October 28<sup>th</sup> from 9:00 a.m. to 12:00 p.m. in the Administrative Building located at 123 W. Indiana Avenue, Deland, 3<sup>rd</sup> Floor - Personnel Division with EEO Officer Chandra Gordon.

This action is being taken for the following reason(s):

Violation of Policy 130.04 - Sexual Harassment and Discrimination, of the Beach Safety Division Policies and Procedures and Section 86-453 (13) of the Volusia County Merit Systems Rules and Regulations, which states disciplinary action will be taken for: "Any conduct, on or off duty, that reflects unfavorably on the County as an employer".

On September 2, 2003 an Internal Investigation was ordered after receipt of a written complaint made by part-time lifeguard Sophie Abdennabi on August 31, 2003 in which she alleged that you made some very explicit and graphic sexual remarks to her. Additionally, you touched her against her will. Both of these incidents occurred while on duty on August 29, 2003.

After investigation, Internal Affairs Case # IA-03-004 (on file) did conclude that you made statements to a female co-worker that were of a sexual nature and in direct violation of Policy 130.04. Additionally, it was concluded that you also touched the co-worker against her will.

This investigation did find that your conduct reflected unfavorably on the County as your employer.

The reoccurrence of any similar incidents will result in much more severe disciplinary action up to and including dismissal.

In accordance with section 86-485 (e), (1-3) of the Merit Systems Rules and Regulations you have ten (10) working days from the receipt of this notification (or effective date of the suspension) to appeal this action through the County Personnel Board. Should you decide to exercise your right to appeal, submit your written request to the County Personnel office in Deland.



Signature of Employee

10/17/02 1337

Date and Time Received

cc: \_\_\_\_\_ Personnel Director  
\_\_\_\_\_ EEO Coordinator

\_\_\_\_\_ Asst. County Attorney  
\_\_\_\_\_ Department Director