

**VOLUSIA SHERIFF'S OFFICE
INTERNAL AFFAIRS**

REPORT OF INVESTIGATION

REPORT NUMBER: IA 21-004

PERIOD COVERED: August 1, 2020 – May 18, 2021
DATE REPORTED: April 09, 2021
SUBJECT(S) NAME: Lieutenant Kyle Bainbridge #7391
INVESTIGATING OFFICER: Lieutenant Daniel Shivers #6842

BASIS FOR INVESTIGATION:

On April 14, 2021, Sergeant David Barnes authored a supervisor inquiry regarding possible allegations of sexual harassment between Lieutenant Kyle Bainbridge and a subordinate, Deputy Aleece Baldwin. In his inquiry, Sergeant Barnes indicated on April 9, 2021, Deputy Baldwin notified him that Lieutenant Bainbridge had been sending her inappropriate, unwanted messages and sexual advances via various social media platforms and through text message. In addition, Deputy Baldwin advised Lieutenant Bainbridge was using her automatic vehicle locator (AVL) to determine where she was, and drive to her location(s) in attempt to speak to her. The inquiry advised Deputy Baldwin was concerned about possible retaliation against her by Lieutenant Bainbridge due to Lieutenant Bainbridge's position as a Watch Commander with the agency.

Additionally, on April 12, 2021, while speaking with Deputy Lindsey Matusick about an unrelated matter, Sergeant Barnes learned Lieutenant Bainbridge had allegedly been sending similar unwanted and inappropriate messages to an unknown female officer of the Daytona Beach Shores Public Safety Department.

On April 22, 2021, due to the nature of the allegations, Chief Deputy J. Gallagher initiated an internal affairs investigation.

OFFENSES:

Volusia Sheriff's Office General Orders:

GO-026-02.IV.B.3 – Any conduct or action, on-duty or off-duty, of such seriousness that disciplinary action is considered warranted.

GO-026-02.IV.C.5.a – Leaving Assigned Work Area – Employees shall remain at or in an assigned work areas or District during working hours, unless otherwise authorized by a supervisor.

GO-026-02.IV.C.5.f – Inattention to Duties, Loafing, Sleeping – Employees shall be attentive to job duties and shall not neglect work by inattention, loafing, or sleeping while on-duty.

GO-026-02.IV.C.5.g – Failure to Follow General Order, Standard Operation Procedure, or Order – Employees shall adhere to all official general orders, standard operational procedures, and orders, and shall faithfully execute all the duties and responsibilities of their assigned position.

GO-026-02.IV.D.2.h – Harassment – Employees shall not use their official position to harass, threaten or coerce any person.

GO-026-02.IV.D.2.i – Sexual Harassment – Employees shall not engage in conduct, which is defined by Sec. 703, Title VII of the Civil Rights Act of 1964 as sexual harassment.

GO-026-02.IV.E.2.d – Compliance with Direct Order of a Superior or Competent Authority – Employees shall comply with the direct orders or instructions given by a supervisor or superior officer and shall not refuse to comply when such orders or instructions are lawful and proper.

INVESTIGATION:

On April 22, 2021, Chief Deputy Joseph Gallagher assigned the above incident to the Internal Affairs Unit. This report details the Internal Affairs investigation conducted by Lieutenant Daniel Shivers.

On April April 23, 2021, Lieutenant Bainbridge was served with a Notification of Internal Investigation, along with a copy of his Florida Law Enforcement Officer’s Bill of Rights.

Based on the supervisor investigation authored by Sergeant Barnes, the following information was obtained by Lieutenant Shivers:

On April 9, 2021, while Sergeant Barnes was conversing with Deputy Baldwin, Deputy Baldwin advised she wished to have an “off the record” conversation with Sergeant Barnes. During this conversation, Deputy Baldwin advised Lieutenant Bainbridge had been sending several unwanted sexual advances towards her. Sergeant Barnes advised she did not provide any specific dates or times of the incidents. Sergeant Barnes advised Deputy Baldwin stated Lieutenant Bainbridge would message her on social media (Instagram and Facebook) and make statements such as “Do you think I’m cute? I think you’re cute.”

He advised Deputy Baldwin also indicated Lieutenant Bainbridge would send her text messages while she was working overtime in District Six (DeBary), and ask her what she was doing and inquire if she wanted to stop by his residence while she was working in DeBary. Sergeant Barnes asked Deputy Baldwin if Lieutenant Bainbridge provided specifics as to why he wanted her to stop by his residence; however, Deputy Baldwin advised Lieutenant Bainbridge did not. Deputy Baldwin advised Sergeant Barnes that she would either ignore Lieutenant Bainbridge's texts or reply that she was busy. Deputy Baldwin did advise none of the text messages were work related, and at no time did she indicate she wished to have any personal relationship with Lieutenant Bainbridge.

Sergeant Barnes also advised Deputy Baldwin stated Lieutenant Bainbridge would utilize her automatic vehicle locator (AVL) to locate her vehicle's position in order to start a conversation with her. She detailed on some occasions Lieutenant Bainbridge would arrive at her location, see her conversing with another deputy, then drive away.

Deputy Baldwin indicated she had not made any direct statements to Lieutenant Bainbridge to stop messaging her. She also advised she stopped responding to his messages in attempt to ignore him, and deleted the messages. Sergeant Barnes provided direction to Deputy Baldwin to notify Lieutenant Bainbridge that the messages were unwanted, and to cease all contact unless it is work-related. He also advised Deputy Baldwin to advise Lieutenant Bainbridge that she was not interested in a relationship outside of work.

Sergeant Barnes advised Deputy Baldwin stated she was concerned about possible retaliation due to Lieutenant Bainbridge's position within the agency.

It should be noted, Lieutenant Bainbridge is currently assigned as the nightshift Alpha/Bravo rotation Watch Commander and Deputy Baldwin is assigned to Bravo shift in District Four (Deltona).

On April 12, 2021, Sergeant Barnes was speaking with Deputy Matusick in regards to an unrelated matter, at which time Deputy Matusick indicated she heard through Deputy Kyle Cowger that Lieutenant Bainbridge was making similar advances towards a Daytona Beach Shores officer. According to Deputy Matusick, Lieutenant Bainbridge was messaging the unknown female officer via Facebook Messenger, making statements of, "I think you're cute." At the time of the conversation, Deputy Matusick had no knowledge of the previously stated incident involving Lieutenant Bainbridge messaging Deputy Baldwin.

Based on the information from both deputies, and the totality of the circumstances, Chief Deputy Gallagher assigned the supervisory inquiry to Internal Affairs for further investigation. Chief

Deputy Gallagher also notified HR Director Molly Hudson of the incident, and advised Internal Affairs would conduct the investigation and report their findings in accordance with General Orders.

Interview with Sergeant David Barnes

On May 3, 2021, at 1257 hours, Lieutenant Shivers and Sergeant Brian Cobb conducted a sworn interview with Sergeant David Barnes at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Sergeant Barnes advised on April 9, 2021, Deputy Baldwin was working overtime on his shift in District Six when they engaged in a conversation. During the conversation, Deputy Baldwin asked to go “off the record,” at which time she proceeded to explain that Lieutenant Bainbridge had been sending her messages on Instagram and Facebook which made her feel uncomfortable. He advised Deputy Baldwin explained that she had deleted the messages, but the messages said, *“I think you’re cute, do you think I’m cute?”* and *“We should hang out.”*

Lieutenant Shivers asked Sergeant Barnes if Deputy Baldwin advised how the messages made her feel, at which time Sergeant Barnes said Deputy Baldwin told him they made her feel uncomfortable and that she did not know how to respond because of Lieutenant Bainbridge’s position within the agency. Sergeant Barnes said Deputy Baldwin, in response to the messages, would either ignore them or delete them. He stated Deputy Baldwin indicated she had not asked Lieutenant Bainbridge to stop sending her messages, so he instructed her to do so if/when she received any in the future. Sergeant Barnes was unaware if Deputy Baldwin had spoken to Lieutenant Bainbridge since Deputy Baldwin spoke to him about the messages.

It should be noted, later in the interview, Sergeant Barnes was asked if Deputy Baldwin expressed that she was intimidated or harassed by the messages, at which time Sergeant Barnes advised, *“Um, I don’t know about intimidated. But she definitely felt uncomfortable because she said that if she received a message on one platform and didn’t reply, he then would send messages on another platform. Um, and then stuff like, she would be maybe on a call or 56’ing with another deputy, and Bainbridge would pull up, see that somebody was with her and drive away. And then randomly he would just like pull up next to her and they would talk.”*

Sergeant Barnes advised Deputy Baldwin told him that Lieutenant Bainbridge, while off-duty, would send her messages while she was working overtime in District Six asking her to come to his residence. Sergeant Barnes advised Lieutenant Bainbridge resided in District Six at the time the messages were sent to Deputy Baldwin.

Sergeant Barnes then advised a few days later, during a conversation with Deputy Matusick, Sergeant Barnes learned Lieutenant Bainbridge had been sending similar messages to an unknown

Daytona Beach Shores police officer. He advised Deputy Matusick heard from Deputy Kyle Cowger that Lieutenant Bainbridge had been sending messages, such as *“I think you’re cute”* and *“We should hang out.”*

Sergeant Barnes determined there was a pattern of behavior with the two reports within the short timeframe, and notified his lieutenant regarding the information he has obtained.

Interview with Lindsey Matusick

On May 3, 2021, at 1509 hours, Lieutenant Shivers and Sergeant Brian Cobb conducted a sworn interview with Deputy Lindsey Matusick at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Deputy Matusick advised Deputy Cowger contacted her a few weeks prior in regards to Lieutenant Bainbridge’s status as it relates to him being single, married, etc. She advised she told Deputy Cowger that she believed Lieutenant Bainbridge was engaged to be married, as he posted a video on social media proposing and becoming engaged, and had a photograph of his fiancé online. Once she relayed the information to Deputy Cowger, Deputy Matusick stated Deputy Cowger told her that he had a friend who worked for Daytona Beach Shores who had been receiving messages, via social media, from Lieutenant Bainbridge. The friend told Deputy Cowger that Lieutenant Bainbridge had also been *“hanging over in Daytona Beach Shores.”* Deputy Matusick stated Deputy Cowger’s friend was inquiring as to Lieutenant Bainbridge’s status because of the fact he was coming to Daytona Beach Shores and sending her messages.

Deputy Matusick advised she did not know the content of the messages Lieutenant Bainbridge sent to the female from Daytona Beach Shores.

Interview with Sergeant Katie Teske

On May 4, 2021, at 1019 hours, Lieutenant Shivers and Sergeant Brian Cobb conducted a sworn interview with Sergeant Katie Teske at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Sergeant Teske advised between September 2020 and the date of the interview she was assigned as the Bravo Shift supervisor in District Two. She advised in January 2021, her shift rotated to nightshift and she interacted with both Lieutenant Bainbridge and Lieutenant Don Taylor as her Watch Commanders.

Sergeant Teske advised when Lieutenant Taylor is not working, she reports to Lieutenant Bainbridge. Sergeant Teske advised she observed Lieutenant Bainbridge came to the District Two office frequently.

Lieutenant Shivers asked what Lieutenant Bainbridge does while he is at the District Two office, and she advised he normally would come to the office to eat food, but does not conduct briefings, training, or otherwise provide guidance or discuss events that are occurring. Sergeant Teske advised Lieutenant Bainbridge mainly just comes to the District Two office to “hang out.” When asked what she meant by “hang out,” Sergeant Teske advised, “He’s just kind of there. Just sitting at the briefing table.” She advised Lieutenant Bainbridge does interact with her and the deputies; however, it is not in a productive, work-related manner.

Sergeant Teske advised she has had to ask Lieutenant Bainbridge to leave so she can conduct her shift briefings because his socializing was an interruption.

Lieutenant Shivers asked Sergeant Teske if there were times Lieutenant Bainbridge was at the District Two office and indicated he was the Eastside Watch Commander, and Sergeant Teske advised there was at least “*once or twice.*” Sergeant Teske went on to state that she questioned Lieutenant Bainbridge why he was at the District Two office if he was assigned as the Eastside Watch Commander, and she stated Lieutenant Bainbridge told her, “*He said because I go wherever I want.*”

Sergeant Teske advised she has also noticed Lieutenant Bainbridge had been “*...hanging out at Performance Circle multiple times.*” It should be noted, Performance Circle is a roadway adjacent to a business complex near SR 44 and Interstate Four; still in the District Two area of responsibility.

When asked if she has met with Lieutenant Bainbridge there or what he does there, Sergeant Teske stated she never personally met with him there, but one time she went to fuel her patrol vehicle at DeLand Crossings (County fuel facility across the street from Performance Circle) and noticed he was there with another deputy. Sergeant Teske advised she observed Deputy Brittany Crofutt was parked next to Lieutenant Bainbridge.

It should be noted, Lieutenant Bainbridge and Deputy Crofutt’s AVL data shows they were stationary on Performance Circle together on March 9, 2021.

Lieutenant Shivers advised Sergeant Teske that there have been allegations that Lieutenant Bainbridge may be sending inappropriate messages to female deputies, and asked if she had received any messages, at which time Sergeant Teske advised she had not.

Lieutenant Shivers asked Sergeant Teske if she had heard of anyone who has received messages from Lieutenant Bainbridge, at which time Sergeant Teske replied with, “*The only thing I’ve noticed is that it seems every time he’s at the district, Brittany Crofutt’s at the district or every time Brittany Crofutt’s at the district, he’s at the district. I’m not sure who gets there first or if this*

is an arranged meeting and I've also noticed that also out at Performance Circle as well. Because there's nobody out there. Business is closed and it's just an empty parking lot."

Sergeant Teske was asked if Lieutenant Bainbridge interacts differently with Deputy Crofutt than everyone else in the district, and Sergeant Teske advised, *"It's sometimes when you walk in and they're the only two in there, it just immediately gets quiet. Like you just interrupted something."*

Sergeant Teske advised she had not spoken to Deputy Crofutt about her interactions with Lieutenant Bainbridge. Sergeant Teske was asked if Deputy Crofutt ever said anything to her in regards to Lieutenant Bainbridge, and Sergeant Teske advised, *"No, the only thing that she said to me about this was when I questioned her on why she skipped her chain-of-command and went directly to a lieutenant to ask questions and she said because they're friends and she always asks him questions about things."*

Sergeant Teske advised she has verbally counselled Deputy Crofutt in regards to her chain-of-command.

Sergeant Teske was asked how many times she has noticed Lieutenant Bainbridge and Deputy Crofutt together over the past four months, at which time she stated, *"Too many for me to count."*

Sergeant Teske advised she had not observed any inappropriate actions from Deputy Crofutt towards Lieutenant Bainbridge, and she had not had any further information regarding any other deputies or employees who may have had any type of inappropriate relationship with Lieutenant Bainbridge.

Interview with Deputy Kyle Cowger

On May 4, 2021, at 1535 hours, Lieutenant Shivers and Sergeant Brian Cobb conducted a sworn interview with Deputy Kyle Cowger at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Deputy Cowger advised in early April, he was contacted in-person by Daytona Beach Shores Public Safety Officer Laura Diedesch in regards to her inquiring as to who Lieutenant Bainbridge was. He also advised she, *"basically to the effect of his relationship status what, if he's single or what it is and she advised that he's been in contact with her and was curious what his relationship status was."*

Deputy Cowger advised Officer Diedesch showed him some messages sent to her by Lieutenant Bainbridge, and he believed the *"...communication that was being sent was something to the effect of like a relationship or intimate or something to that effect."* Deputy Cowger said he was unsure if the messages were in attempt to begin a relationship; however, indicated they were *"something adult in nature."*

Deputy Cowger stated the messages were sent using an unknown telephone application, and the messages were not present and disappeared. Deputy Cowger was unsure what application they were using to communicate with each other.

Deputy Cowger advised Officer Diedesch stated Lieutenant Bainbridge began showing up within the Daytona Beach Shores jurisdiction and hanging out with Officer Diedesch and the other officers, but he did not know any dates or times when this occurred.

Deputy Cowger believed Officer Diedesch and Lieutenant Bainbridge had not physically met each other until Lieutenant Bainbridge went to Daytona Beach Shores.

Interview with Deputy Brittany Crofutt

On May 5, 2021, at 0952 hours, Lieutenant Shivers and Sergeant Brian Cobb conducted a sworn interview with Deputy Brittany Crofutt at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Deputy Crofutt advised she was assigned to Bravo Shift in District Two for the past several months. She advised in January 2021, her shift rotated to nightshift, and she works directly for Sergeant Katie Teske.

Deputy Crofutt was asked if during her time on Bravo Shift if she ever made contact with the Watch Commander, and Deputy Crofutt advised she had contact with Lieutenant Bainbridge. Deputy Crofutt advised the context of her conversations with Lieutenant Bainbridge were mostly work related, and at times as a friend to talk about things. Deputy Crofutt further advised, *"I mean I've been friends with him for over a year now. There was an incident recently I went to him about statute on a call. It was on BWC. I called him I said hey I'm asking you for advice this is what I got this is what I think. I told, Katie found out that I called him because then she asked him the same questions but we talk normally. Sometimes I'd get off work and we would we go to the gym that's right in front of the district and we'd go at the same time and work out together but that's about it. I didn't really talk to him I (unintelligible) I work every day so like my off days I didn't really talk to him it was more so like when I was at work."*

Lieutenant Shivers asked Deputy Crofutt if she has ever received any messages from Lieutenant Bainbridge that she felt were inappropriate, at which time Deputy Crofutt stated, *"Yes."*

Deputy Crofutt advised she deleted the messages and *"blocked him off everything,"* meaning blocked him from her social media accounts.

Deputy Crofutt also advised Lieutenant Bainbridge sent her the inappropriate messages within the past few months.

When asked what the messages said, Deputy Crofutt replied, *“Just that he has a thing for me and he’s always had a thing for me and that like obviously I was seeing someone else at this agency, everybody knows I’ve been with the same person for five years. But he would just constantly like text me things that he loves me and he’s always loved me and he’s always had a crush on me, and I’ve established with him and it got better to the point where like I didn’t feel like I needed to like discontinue my conversation with him. But it got to the point where like, he would basically, I told him like, I’m happy with Kyle and I want to be with Kyle, and I don’t want any issues with my Kyle. And I know they’re both named Kyle so this can get confusing, but I told him like, I didn’t feel that way about him and I felt like maybe he misjudged our like, relationship and so I like, set boundaries and then ever since I set boundaries, he kind of just, it would only be about work stuff. But then I just felt like having him like able to still contact me was just too much so I completely blocked him and deleted him off everything.”*

Deputy Crofutt advised she did not ask Lieutenant Bainbridge to stop messaging her; however, she did explain to Lieutenant Bainbridge that she was not interested in a relationship with him, and advised, *“Yeah and he respected that. Like he would still make little comments like about like if I posted like a picture online he’d still be like oh you look good or glad to see you smiling. Or like would tell me to smile or stuff, but when it came to work like face to face it was never anything inappropriate it was usually always over like the phone and stuff like that.”*

Deputy Crofutt indicated the messages between her and Lieutenant Bainbridge were mainly being sent through the application “Snapchat.”

It should be noted, according to Snapchat’s website, *“Chats sent between you and another friend are deleted by default once you have both viewed the Chat.”* Based on this, once the user reviews a message, it is deleted on both devices (see <https://support.snapchat.com/en-US/a/chat> for full information).

Lieutenant Shivers asked Deputy Crofutt if she felt offended by the way Lieutenant Bainbridge was talking to her, and she replied, *“I thought it was inappropriate because he’s getting married.”* Deputy Crofutt went onto state, *“And I brought that up on numerous occasions but he’s been telling me he’s liked me since like over a year ago. Like he used to tell me he had a crush on me and I didn’t ever make, like I was like how do you have a crush on me you don’t know me. So then there’s been times where like I’ve just kind of stopped talking to him but like obviously we work together so I’ve tried to keep it professional and try to be friends with him but obviously it just couldn’t work so that’s why I completely just like severed all ties.*

And then he did tell me that he was possibly getting in trouble and he took me off of social media and he told me about it. We were on city we were at City Limits on a call he’s like “hey I just want to give you warning I took you off all social media.” I’m like ok that’s odd, I’m recording so like I just was like what the, like I’m not gonna curse but I’m like ok this is odd like you know I’m

recording and then he further explained to me that he maybe got in trouble and he didn't know what was going on. And then he re-added me on everything and then I think I kept the Facebook pending and then I finally just denied it. And then on Instagram I completely blocked him, and then on Snapchat he was still there because he never took me off that because that's how he always messaged me. And then I just completely blocked him and because I was like, I just don't wanna get involved with any of this, and I just kind of like it started making me anxious because I was like that's so odd...Like what did you do and I just didn't really wanna be associated with it so that's why I completely like cut him off."

In reference to Deputy Crofutt's statement that Lieutenant Bainbridge told her he was possibly getting into trouble, Lieutenant Shivers asked Deputy Crofutt if Lieutenant Bainbridge explained what he may be in trouble for. Deputy Crofutt said, *"No he said someone's trying to fuck with him and he didn't know like to totality of it and didn't really go into detail."* Deputy Crofutt also stated Lieutenant Bainbridge asked her not to tell anyone that he was in trouble.

Deputy Crofutt advised she had not engaged in any sort of relationship with Lieutenant Bainbridge on or off-duty, but did state that she went to his residence sometime in 2020 prior to Lieutenant Bainbridge becoming a Watch Commander. She advised Lieutenant Bainbridge was assigned as the Assistant Commander of Training at the time she met with him off-duty. Deputy Crofutt advised the day she went to his residence, she was only there about an hour because she, *"...felt like very like uncomfortable. It's like I went and hung out with him as friends because I was having a bad day. We talked about some things I was there for maybe an hour and then I left."*

Lieutenant Shivers asked Deputy Crofutt if she felt compelled to talk to him because he was her Watch Commander or a Lieutenant with the agency, at which time Deputy Crofutt stated, *"No because I started, this whole thing started when he was out at training. That's when like we started talking."*

Deputy Crofutt stated Lieutenant Bainbridge sent the inappropriate messages to her within the past few weeks of her interview with Internal Affairs detectives.

Deputy Crofutt confirmed during the time Lieutenant Bainbridge was sending her messages, she knew he was engaged to be married. Deputy Crofutt stated, *"But it was like I felt like at that time it wasn't like I was like hey like lets go hang out or like hey lets go hook up it was literally like he was my friend and I would like go to him about work stuff if I was stressed out or like having a bad day and like some days he would cross the line and make like comments that made me feel uncomfortable and then I just wouldn't reply."*

When asked what kind of comments Lieutenant Bainbridge would make to her, Deputy Crofutt stated, *"Just like complimenting me and being like oh you're so beautiful and stuff like that but so then I would just like pull away. Because I didn't wanna like subject myself to that because I was*

in a relationship. So but it's like I just kind of played it off like oh it's just Kyle. It's just him being playful like that's how he is with everybody because that's the reputation he has. But at no point was he like trying to like entice me to go anywhere like trying to get me to do stuff on duty or try to hang out with me outside of work during this time. It was more so back in like I think November and October that he was more persistent before he got engaged. That's when he was like trying to hang out with me and see me and like I hung out with him I believe once I went over to his place, met his dog was there for an hour. I had a bad day I got in like a fight with my parents, I was there I talked to him about stuff and then I just was like I shouldn't be here like this doesn't feel right so I left. And then I've never hung out with him outside of work besides that."

Deputy Crofutt then stated Lieutenant Bainbridge continued to pursue a relationship with her until around December, at which time she stopped talking to him for a while. She stated after not talking to Lieutenant Bainbridge for a bit, *"...he would like nonchalantly pop back up every once in a while and like try to talk to me about certain things and then he would just like kind of be flirty with me and hitting on me and I was just like no. And then there was one time where he was like can we have a serious conversation, and I believe I was off or it was like maybe he was off or I was working overtime but everything's over Snapchat. And he was like do you feel this certain way about me like blah blah blah I was like no I think you have this whole thing misconstrued. And that was probably like a month ago. And then after that he kind of just laid off and then he got he found out he was getting in trouble for I guess whatever this is going on. And then all our kind of conversations have been platonic besides him just being like oh you should smile or oh you should like you look good today and stuff like that..."*

Deputy Crofutt advised when Lieutenant Bainbridge approached her at the call for service at City Limit's Taproom her body worn camera was activated and she believed the conversation they had was memorialized on the recorded video.

Deputy Crofutt advised she had never intentionally sought out Lieutenant Bainbridge to meet with him; however, he would be at the District Two office when she was there and they would occasionally go to the gym to workout together. Deputy Crofutt advised she only went to the gym (Next Level Fitness adjacent to the District Two office) with Lieutenant Bainbridge only a few times because she felt it was inappropriate because she was concerned of the rumors that may start because of her being at the gym with the Watch Commander. She advised she was concerned about the rumors because of Lieutenant Bainbridge's reputation of being *"a Watch Commander who's known for getting with other girls all the time."*

Lieutenant Shivers inquired about Lieutenant Bainbridge's reputation, at which time Deputy Crofutt stated, *"Just like his reputation of like hitting up all these other girls from just like, I try not to subject myself to rumors and gossip because obviously it's against policy and I don't wanna be like hypocritical because I've been dealing with it since day one. Just people making up rumors like I can't talk to anybody if you're talking to them that must mean you're dating them or*

whatever. So just like him being married so many times and just hearing like different girls be like oh he's messaging me here, he's messaging me here, and so like I just kind of don't trust him to begin with just because of what I've heard about him...which is what everybody's heard about him. So I just try to like watch what I've said..."

Lieutenant Shivers asked Deputy Crofutt if anyone told her Lieutenant Bainbridge was sending them messages, and she advised Latent Print Examiner Kristina Kent told her they talk, but it was just platonic. She also stated she believed Sergeant Amy Ort may also have been receiving message because, *"there was one time like we were sitting in the office together and I like looked at him I was just like why is he here. And then she was like don't get me started, but we didn't talk about it."*

Deputy Crofutt was asked if she ever met with him at Performance Circle, at which time Deputy Crofutt stated there were times when she was parked there and he would show up. She advised, *"There was one time and Katie actually showed up, and then she told him to leave so she could talk to me. But that night I just it didn't really, it was a place I parked at often. And then we just stayed out there and we didn't really talk about anything much but I do remember Katie showing up and because I was parked one way and then Katie pulled up and told him to move so she could talk to me and then eventually he just either he left or I left I don't remember. But there have been times where I've been out there and he's been there even before me and I've showed up and I'm like that's my normal spot like I park there every single night."*

Lieutenant Shivers asked Deputy Crofutt if she felt Lieutenant Bainbridge's behavior was appropriate for a command staff member, and she stated, *"No but at the same time I feel like I should have just cut it off sooner. I think I definitely played into it, but I just I don't know I felt like he could be a friend. And like he, for the most part, respected like the boundaries. So that's why I talked to him and I kind of felt bad because like I feel like he would like tell me like he's going through a lot and he would like vent to me about stuff, so I just was like ok well maybe he just needs someone, maybe I'm reading it wrong. But then just with everything that's happened in the last few weeks I just like completely cut it off."*

Upon concluding the interview, Lieutenant Shivers checked Deputy Crofutt's call history to corroborate her statements that Lieutenant Bainbridge contacted her at the City Limit Taproom in DeLand. Upon checking, Lieutenant Shivers observed a call for service on April 23, 2021 at approximately 2329 hours (VSO Case Number 210007542; Call Number P211132530).

It should be noted, Lieutenant Bainbridge was served with a Notice of Internal Investigation on April 23, 2021 at approximately 1706 hours. In the Notice of Internal Investigation, it states in bold font, ***"Be advised that you are prohibited from contacting any witnesses, complainants, or discussing this investigation with anyone; with the exception of your personal representative or***

attorney.” Lieutenant Bainbridge acknowledged he read and received the Notice of Internal Investigation by initialing the first page and signing his signature in the presence of Lieutenant Shivers. Lieutenant Bainbridge was also provided the original signed document for his personal use.

Lieutenant Shivers investigated Deputy Crofutt’s body worn camera footage of the aforementioned call for service and observed Lieutenant Bainbridge make a whispered statement to Deputy Crofutt that he, “*Got into trouble.*” at which time Deputy Crofutt is heard stating, “*I’m walking away.*” and walks away. No further significant conversation is observed on the body worn camera recording.

On May 4, 2021, at 0932 hours, Lieutenant Shivers and Sergeant Brian Cobb conducted a sworn follow-up interview with Deputy Brittany Crofutt at the TCK Administrative Office in DeLand to clarify the statements made during the first interview. Below is a summary of the interview:

Deputy Crofutt advised she thought the conversation she had with Lieutenant Bainbridge was recorded on her body worn camera because she was still conducting an investigation into the incident when he approached her to talk.

Deputy Crofutt was asked why she told him she was walking away, and she stated, “*I’m pretty sure he said something like I’m in trouble from what I can remember, and just like watching the BWC I don’t, nothing stands out besides that. And then because I was on a call doing an investigation I was just like, I was like I’m not dealing with this right now. And then afterwards I thought my BWC was on but I must have turned it off. And then he started telling me how he was in trouble and someone was trying to get him in trouble and that he got served with IA paperwork and he didn’t know who did it and he was just like really upset about it. And then he, that’s why he took me off and that he initially thought that I was the one that went which I was like if I did that I wouldn’t be talking to you. And then he just continued, he was being kind of like deceptive about it though, like he wouldn’t like really go into like much detail about what happened, but he was like I haven’t done anything. I know I haven’t done anything. And just based on knowing him and for how long I’ve known him, and just based on things he’s told me in the past, it just didn’t sit well with me and I didn’t really believe him because he’s lied to me about stuff before and has denied it. Which is why I kind of like, I kept a relationship with him as a friend because one, he’s my Watch Commander. Two, because you know he has been genuine at times or at least I think he has been. But because of just collectively...just comments that he’s made to me in the past, the way he’s acted and now just like this new information that’s why I completely just disassociated myself with him.*”

Deputy Crofutt advised Lieutenant Bainbridge asked her if she was the one who filed a complaint against him.

She also said Lieutenant Bainbridge explained to her why he believed she was the complainant. She stated he, *"thought it was me because they moved me to Delta shift, I wasn't really talking to him and I think it started creating like panic. And almost like anxiety because one, I'm getting moved, two, I'm not really talking to him and then just almost like a guilty conscious. Like ok well did I cross the line or did she tell people what I said to her in the past like did it finally reach that point? So that's just my guess from everything."*

Deputy Crofutt indicated Lieutenant Bainbridge told her his Internal Affairs investigation was because a female made a complaint about him. She stated, *"And then I was like talking to him because he was really upset about it and I was like well what have you done? He's like I swear I haven't done anything. I was like well maybe it's your ex-wife? But he was too like worried because like I know what I've done so like if I if you served me with an IA I know exactly what I did. And if I'm talking to someone like oh I got in trouble what did I do I already know what I did."*

Deputy Crofutt advised Lieutenant Bainbridge told her he believed she was the complainant in the investigation because she was transferred to the opposite shift (Delta shift), and that she had been avoiding him and not responding to his messages.

Deputy Crofutt stated she believed he was paranoid about the investigation, at which time Lieutenant Shivers asked why she believed he was paranoid. Deputy Crofutt stated, *"I think because he knows that the text messages and the conversations he's had with me over the past could be deemed as inappropriate, and I have made it very clear like I'm in a relationship. I'm happy. I'm not interested. Please stop saying stuff like that to me, like I said on my first interview with you guys. And I think just him being like, ok well did I cross over a line? But I don't think I'm the only person he felt paranoid with."*

Deputy Crofutt was asked if she had any information regarding any other people who may have had similar conversations with Lieutenant Bainbridge, and she said she heard an ex-Telecommunicator Aimee Gamble may have had an issue with Lieutenant Bainbridge.

When asked, Deputy Crofutt advised she heard Aimee Gamble and Lieutenant Bainbridge, *"...used to talk all the time and there was like a bunch of weird stuff, but I didn't ask any questions I was just like...Just like that almost like stalkerish kind of. They were like really into each other, and then she told him that she didn't want a relationship with him anymore, and then he would just like show up at her house or vice versa. Or it was just weird but I didn't really like, because of all this I was like, I don't wanna hear it, I don't wanna be associated with it...I just wanna be left alone. Because obviously this caused like detrimental issues to my personal life just being guilty by association."*

Deputy Crofutt advised she did not have any further information to provide.

Telecommunicator Aimee Gamble

During a review of Lieutenant Bainbridge's AVL data, Lieutenant Shivers observed Lieutenant Bainbridge went to [REDACTED], DeLand several times during his tenure as a Watch Commander. Through personnel records, it was determined that ex-Telecommunicator Aimee Gamble resided at the residence where Lieutenant Bainbridge's vehicle was stationary.

Below are the following dates & times Lieutenant Bainbridge was stationary at [REDACTED] DeLand –

August 24, 2020 – 0452 hours to Logoff

August 28, 2020 – 2053 hours to 2102 hours

August 29, 2020 – 2201 hours to 2211 hours

August 30, 2020 – 2123 hours to 2130 hours

August 31, 2020 – 0427 hours to Logoff

September 2, 2020 – 2143 hours to 2154 hours

September 3, 2020 – 2028 hours to 2041 hours

September 12, 2020 – 1959 hours to 2056 hours

September 13, 2020 – 2041 hours to 2102 hours

Lieutenant Shivers observed Aimee resigned her position with the Volusia Sheriff's Office in December 2020.

Aimee was contacted in May and declined to be interviewed. Lieutenant Shivers re-contacted Aimee after observing the aforementioned AVL data, at which time Aimee agreed to participate in an interview.

On June 14, 2021, Lieutenant Shivers conducted a sworn interview with Aimee Gamble at Southern Title office in Daytona Beach. Below is a summary of the interview:

Aimee advised from August 2020 until her resignation on December 9, 2020, she worked on Alpha/Bravo shift rotation (on nightshift) at the Communications Center. She stated during August and into mid-September, she and Lieutenant Bainbridge developed and participated in a romantic relationship outside of work.

Aimee advised Lieutenant Bainbridge would come to her residence just prior to his shift ending, but she was unaware Lieutenant Bainbridge went to her residence during working hours, or while she was at work.

Aimee confirmed she resided at [REDACTED] during this time.

Lieutenant Shivers showed Aimee the aforementioned listed of dates/times where Lieutenant Bainbridge's AVL was stationary at her address, at which time Aimee advised she and Lieutenant Bainbridge worked on the same shift/rotation, so if he was at her residence during working hours, she would have been at work at the Communications Center at the same time.

Lieutenant Shivers asked Aimee if she knew of any reason why Lieutenant Bainbridge would go to her residence while he/she were working, at which time Aimee stated, *"When I was working, no. And I was unaware that he was there."*

Aimee re-iterated again while reviewing the date/time list that she was unaware Lieutenant Bainbridge was going to her residence while she was at work. Aimee stated she lived at the residence with her mother during the times when Lieutenant Bainbridge was stationary at her residence, so there would be no reason for him to be there.

Aimee was asked about her relationship with Lieutenant Bainbridge, at which time she stated she and Lieutenant Bainbridge never really had an "official" relationship, it was mainly just initial talking, eventually leading to a relationship.

Aimee stated she and Lieutenant Bainbridge never engaged in inappropriate conduct while either was on-duty; however, Lieutenant Bainbridge had a key to her residence and would go to her residence and log-off, and await her arrival after she went off-duty at 0600 hours. She stated they both kept their relationship strictly on personal, off-duty times.

Lieutenant Shivers asked Aimee how their relationship began, at which time she advised Lieutenant Bainbridge contacted her on Snapchat after they exchanged MDC messages in regards to a call for service. Aimee stated Lieutenant Bainbridge sent her messages through Snapchat advising that, *"...basically that he wanted to meet up and get to know me."* Aimee went onto state Lieutenant Bainbridge messaged her *"I mean, one of them was that he thought I was cute, wanted to meet up with me. Wanted to hug me. Things like that. Nothing that I would consider, like wildly inappropriate."*

Aimee advised she no longer had any of the messages sent by Lieutenant Bainbridge.

When asked how their relationship ended, Aimee stated, *"He's not a nice person. I realized that and I cut off all contact with him."* Lieutenant Shivers asked Aimee why she believed Lieutenant Bainbridge was not a nice person, at which time Aimee stated Lieutenant Bainbridge heard "mean

and nasty” rumors about her, and re-iterated them to her, so she did not want to be a part of it any longer. Aimee stated, *“I was leaving the Sheriff’s Office. I was leaving all of that. I wanted all of it to be gone.”*

Aimee advised she and Lieutenant Bainbridge ended their relationship on September 14, 2020.

Lieutenant Shivers asked Aimee how they ended their relationship, at which time Aimee stated Lieutenant Bainbridge suggested they had no further contact, which she agreed, and subsequently blocked Lieutenant Bainbridge on her social media accounts. She advised Lieutenant Bainbridge did send her messages after she blocked him; all of which were in attempt to get her to meet him at his apartment to talk. Aimee stated she did not meet with Lieutenant Bainbridge again after their relationship ended.

Lieutenant Shivers attempted to clarify how Aimee and Lieutenant Bainbridge began their relationship, at which time Aimee advised, *“He pursued it. He absolutely pursued it. I didn’t even know anything about him prior to that.”*

Lieutenant Shivers asked Aimee about the statements made by Deputy Crofutt in regards to Lieutenant Bainbridge harassing her and showing up to her residence unannounced. Aimee advised, *“After we cut ties, um, there’s a gas station by 11 and 17, which is what I have to pass on my way home. And after we cut ties, he would sit at that gas station right there or sit somewhere relatively close to where I lived. When I drove past him, he knew what kind of car I drive. He would drive behind me and follow me to my house and then leave. I think it was a scare tactic more than anything, um, but it did happen on multiple occasions.”*

Lieutenant Shivers asked if this was occurring while Lieutenant Bainbridge was off-duty, at which time Aimee advised her shift hours changed from 1800-0600 to 1500-0300, and Lieutenant Bainbridge was on-duty at the time he was following her home.

Aimee indicated she knew it was him because of the specific Watch Commander patrol vehicle he drove, and that he was in uniform. It should be noted, Watch Commanders are issued an unmarked black in color Ford Explorer; easily distinguishable from a normal Volusia Sheriff’s Office marked patrol vehicle.

Lieutenant Shivers summarized Aimee’s statement back to her, at which time she advised, *“After I noticed it two times, I would obviously check the map to see where he was when I left, and on multiple occasions his AVL would show him in Orange City when I was leaving Central. By the time I got to that gas station, he would be at that gas station. So it wasn’t like he was just doing an extra patrol there, like, I feel like he was driving specifically to that gas station.”*

Aimee advised this was occurring after she told him that she did not wish to speak to him any longer after they ended their relationship.

Lieutenant Shivers asked Aimee how Lieutenant Bainbridge's actions made her feel, at which time she stated, *"I don't want to say it made me scared, because I wasn't scared, but I do feel like it was a scare tactic to try to get me to...He's controlling, and I don't think he likes being told certain things, so when I stood up for myself and told him no, I feel like it was a scare tactic to try to get me to be afraid of him...because he was a Lieutenant, and had that power."*

Lieutenant Shivers asked Aimee if she felt that Lieutenant Bainbridge had influence over her because he was a Lieutenant, at which time Aimee stated, *"Into talking to him? No, but after we started talking I realized that he had a lot of power and he made it known to me that if I ever did anything that he had power to do stuff to me."*

Lieutenant Shivers asked what Lieutenant Bainbridge said to her, at which time Aimee advised, *"I can't quote him exactly, but he made it known that he had power over Central and my job."*

Lieutenant Shivers asked Aimee how she interpreted that statement, at which time she said, *"It's a scare tactic...I don't know how else to describe it. He's controlling. He's very controlling. Um, he has a drinking problem. A very bad drinking problem, and I mean, he did intimidate me. But...I don't want to say he forced me into talking to him because that wasn't the case at all. But I will say that he knew he had power...well he thought he had power, and he wasn't scared to tell me he had power."*

Lieutenant Shivers asked Aimee if she continued her relationship with Lieutenant Bainbridge because of fear of adverse actions with her job, at which time Aimee said, *"To an extent, but I didn't want to make him angry and I knew that if I did end things with him or told him certain things that he would get angry, but no. I wouldn't say that I just stayed with him just because of my job, no."*

Lieutenant Shivers asked Aimee if Lieutenant Bainbridge ever threatened to have her fired or disciplined at work, at which time Aimee stated, *"No, he never threatened to fire me or anything like that. He did try to reach out to me multiple times, and like I said he, he's an angry person. He likes control, and doesn't like to be told no, so he did get nasty with me, but as far as getting nasty with me, it was just, being mean to me...calling me names, doing certain things like that. Never that he was going to fire me or harm me or anything like that."*

Aimee went onto state after confirming again that Lieutenant Bainbridge followed her home, *"I think it was a scare tactic. Like I'm here, I'm still gonna be here type thing...You can't get rid of me."*

Aimee advised she told one person about what was happening, Stephen Woodin, who was also a Telecommunicator.

Aimee was asked if the situation with Lieutenant Bainbridge influenced her decision to resign her position and leave the Sheriff's Office, at which time she stated it did not. She stated because the Sheriff's Office is "intertwined," he played a part in her decision due to the "drama" it caused, but Lieutenant Bainbridge wasn't the sole reason why she resigned.

Lieutenant Shivers asked Aimee what she meant by Lieutenant Bainbridge being "controlling," at which time she stated, *"Like a controlling man. Like, not allowed to talk to anybody. Not allowed to do anything...has to go through him specifically. Like, very controlling in a relationship."*

Aimee advised she did not notify her chain-of-command of the relationship between her and Lieutenant Bainbridge because he was a lieutenant and she did not want their relationship known. She advised their relationship and subsequent break-up did not immediately affect her work; however, when he would come to the communications center it would make her feel awkward.

It should be noted, there is no record on file indicating Lieutenant Bainbridge notified his chain-of-command of his and Aimee's relationship.

Aimee did not have any further information to provide.

Lieutenant Shivers researched Lieutenant Bainbridge's AVL data in attempt to corroborate Aimee's statements that Lieutenant Bainbridge waited for her at/near her residence and followed her home. Upon review, Lieutenant Shivers observed the following –

Lieutenant Shivers observed Lieutenant Bainbridge conducted an extra patrol within the neighborhood where Aimee resided on October 10, 2020 at 0241 hours (call number P202840261). Lieutenant Bainbridge imputed the call for service via MDC with the location of "Trails West, Del" at approximately 0241 hours. It should be noted, [REDACTED] (where Aimee resided), is a short cul-de-sac which all of the residences can be seen from Woodridge Trail upon entry into Trails West.

Lieutenant Bainbridge cleared the manually imputed call at approximately 0249 hours and went to the Shell gas station at 2201 North Woodland Boulevard, DeLand (corner of US 17/Hwy 11). Lieutenant Bainbridge was stationary at the aforementioned gas station from approximately 0254 hours to approximately 0336 hours.

It should be noted, it was observed Lieutenant Bainbridge did not conduct any other extra patrols within Aimee's neighborhood prior to or after conducting the "extra patrol" on October 10, 2020. Additionally, according to Lieutenant Bainbridge's unit history in CAD, between August 1, 2020 and May 5, 2021, Lieutenant Bainbridge conducted fifteen extra patrols, three of which were in

the DeLand area (including the aforementioned extra patrol in Trails West), but only one was in the Trails West neighborhood.

Lieutenant Shivers observed there were no extra patrol requests per NC4 (Street Smart – An intelligence database deputies utilize for information) during the time Lieutenant Bainbridge conducted his extra patrol. Also, only one other “extra patrol” was conducted in “Trails West” in the whole month of October, 2020 (Call number P202750863 on October 1, 2020 at 0942 hours) by Sergeant Michael Anderson.

Lieutenant Shivers also observed Lieutenant Bainbridge was stationary at Lowes (303 East International Speedway Boulevard, DeLand – City of DeLand Police Department’s jurisdiction) on September 22, 2020 from approximately 0156 hours to approximately 0331 hours, and stationary at the aforementioned gas station on September 28, 2020 from approximately 0155 hours to approximately 0309 hours. Both of these locations are directly in line with the route Aimee traveled while driving from Central to her residence.

Lieutenant Shivers did not observe any AVL data indicating Lieutenant Bainbridge drove towards or to Aimee’s residence during the date range she provided; however, Lieutenant Shivers observed there were two days where Lieutenant Bainbridge’s AVL was not recording GPS data – October 15, 2021 and October 29, 2021.

Lieutenant Shivers observed on October 15, 2020, the last GPS coordinate Lieutenant Bainbridge’s AVL recorded was while he was traveling southwest on South Charles R. Beall Boulevard, DeBary (adjacent to his personal residence/turning into his personal residence) at approximately 0018 hours. It should be noted, Lieutenant Bainbridge did not log out of service until approximately 0456 hours on October 15, 2020, and responded to a call for service (MVMI call – P202890246) at South Volusia Avenue/East Blue Springs Avenue, Orange City. The other responding deputies’ body worn camera footage confirmed Lieutenant Bainbridge was at the scene at approximately 0330 hours.

Lieutenant Shivers observed on October 29, 2020, the last GPS coordinate Lieutenant Bainbridge’s AVL recorded was at his personal residence in DeBary, also at approximately 0018 hours. Lieutenant Bainbridge did not log out of service until approximately 0456 hours on October 29, 2020, and responded to a call for service (DIST call – P203030217) at 2186 East Gloria Drive, Deltona. The other responding deputies’ body worn camera footage confirmed Lieutenant Bainbridge was at the scene at approximately 0324 hours.

Lieutenant Shivers contacted Volusia Sheriff’s Office Information Technology, who advised they were unable to detect any anomalies with their system during these two dates, and did not record any log indicating the ForceWatch program (Volusia Sheriff’s Office AVL tracking/recording system) was offline.

Additionally, Information Technology advised they did not detect Lieutenant Bainbridge's AVL was manually disconnected; however, indicated that if he powered down or otherwise logged out of his MDC, the AVL would be unable to track his location due to loss of connectivity and power.

During his assigned shifts for duty, it was incumbent upon Lieutenant Bainbridge to ensure his AVL was working correctly and connected to the network for tracking purposes. However, it is undetermined if Lieutenant Bainbridge intentionally rendered his AVL inoperable during these dates and times.

Lieutenant Shivers checked the AVL data for Lieutenant Bainbridge during his off-duty times, and observed on September 23, 2020, while off-duty and logged on his MDC via his departmental identification number (VC7391), Lieutenant Bainbridge drove through Aimee's neighborhood at approximately 1926 hours. Lieutenant Shivers observed Lieutenant Bainbridge traveled Southeast on N. Woodland Boulevard in DeLeon Springs (traveled from Spring Garden Ranch Road/US 17), passed North Spring Garden Avenue, and turned onto Old Treeline Trail into Trails West neighborhood. His AVL data shows he turned right onto Woodridge Trail, and subsequently turned around [REDACTED] and returned to North Woodland Boulevard. Lieutenant Bainbridge traveled back to North Spring Garden Avenue and turned southbound to head towards south DeLand.

Based on the totality of the circumstances, the AVL data revealed Lieutenant Bainbridge traveled specifically to the Trails West neighborhood (area of Aimee's residence), as he passed North Spring Garden Avenue to intentionally drive to her neighborhood, only to return to North Spring Garden Avenue to travel Southbound.

Interview with Stephen Woodin

On June 15, 2021, at 1458 hours, Lieutenant Shivers conducted a sworn interview with Deputy Recruit Stephen Woodin at the Stephen Saboda Training Center in Daytona Beach. Below is a summary of the interview:

Deputy Woodin advised that prior to becoming a Deputy Recruit in 2021 he worked as a Telecommunicator for approximately four and a half years. Deputy Woodin advised during this time he interacted with Telecommunicator Aimee Gamble.

Lieutenant Shivers asked Deputy Woodin if Aimee ever spoke to him in regards to any incidents involving her and a lieutenant, at which time Woodin advised that Aimee and Lieutenant Bainbridge had an intimate relationship, but subsequently broke-up. Deputy Woodin advised after they broke-up, Aimee told him that Lieutenant Bainbridge would sit at/near the BP gas station at SR 11/Highway 17 and wait for her to drive by on her way home from work.

Deputy Woodin also advised Aimee told him Lieutenant Bainbridge would send her messages asking her why she was “*running like 5 minutes late*” and ask her other questions.

Deputy Woodin clarified, and advised Aimee stated that Lieutenant Bainbridge would send her messages asking why she was late coming home if she drove by the gas station a few minutes later than her normal routine.

Deputy Woodin advised the incidents were occurring between Aimee and Lieutenant Bainbridge were in late summer (August or September), but he cannot specify an exact timeframe.

Deputy Woodin advised Lieutenant Bainbridge would wait for her at the gas station after Aimee and Lieutenant Bainbridge ended their relationship.

Lieutenant Shivers asked Deputy Woodin if Aimee ever told him how the incidents with Lieutenant Bainbridge made her feel, at which time Deputy Woodin stated, “*She said it was weird. I told her she should say something. I told her like, hey, that’s not normal. Like, it’s not normal behavior for anyone. Especially a Lieutenant. You know. So I told her she should report it, she should say something. She just...because of her prior interactions with getting in trouble a lot, she just didn’t really want to say anything...Cause she was looking to move her way out of Central anyways.*”

Deputy Woodin advised he had no knowledge regarding Lieutenant Bainbridge ever making any threats to affect Aimee’s job, or otherwise have an adverse effect on her career.

Deputy Woodin was asked if he had any knowledge of Lieutenant Bainbridge being controlling in his and Aimee’s relationship, at which time Deputy Woodin stated, “*Uh...I’m trying to think. I know...Kyle...Controlling is probably a good word for it, because she would...to be fair, she would do things that aren’t fair in a relationship like hang out with other guys and talk to other guys, but it was, um...like she would get text messages all the time, like, over and over. She didn’t reply. Phone calls over and over and over...*” Lieutenant Shivers asked, “*From Lieutenant Bainbridge*” at which time Woodin stated, “*When they were together, yea. Like just over and over, and you know, we would be talking after work, and uh, it would just, phone call, phone call, phone call until she answered, said yea, I’m leaving or whatever or something like that.*”

Lieutenant Shivers asked Deputy Woodin how he interpreted that, at which time, he said, “*I mean...I, I think that’s...no other word for it, it’s crazy. Like, you don’t have to be like that to someone that you’re in a relationship with. You know, you should have that trust for someone.*”

Lieutenant Shivers asked Deputy Woodin what Aimee’s reaction to how Lieutenant Bainbridge was acting, at which time he stated, “*She was very annoyed. That’s probably the reason why the relationship didn’t last very long...Cause he’s very annoying, she’s always complaining that, you*

know, things weren't working out, and told her, look, if it's not working out, you need to break it off kinda thing...like I've told her several times before with other people."

Deputy Woodin indicated Lieutenant Bainbridge never contacted him, and would come into the communications center frequently, but would not make contact with him or with Aimee. Deputy Woodin stated that had he not known Lieutenant Bainbridge and Aimee were in a relationship, he would have never known because Lieutenant Bainbridge and Aimee did not interact in person while at Central.

Deputy Woodin had no further information to provide.

Interview with Kristina Kent

On May 5, 2021, at 1522 hours, Lieutenant Shivers conducted a sworn interview with Latent Print Examiner Kristina Kent at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Kristina advised she met Lieutenant Bainbridge while he was working at Training.

Lieutenant Shivers asked Kristina if Lieutenant Bainbridge ever sent her any messages or anything that she felt might be inappropriate or unwanted, at which time Kristina advised, *"He sent me messages on Snapchat basically saying that he wanted to get together. I explained to him that he was engaged and he basically brushed it off, told me that she didn't live there and I basically stopped reading his messages at that point. And I was sent other content, I just don't know what that was because I never opened it up and ended up blocking him."*

Kristina advised the aforementioned messages were sent by Lieutenant in April, 2021.

Kristina explained the messages Lieutenant Bainbridge sent to her were all in attempt to start a personal relationship with her, as the context was mainly focused on him attempting to get her to meet up with him. Kristina advised she interpreted the messages as an attempt by him to have sexual relations with her, but they did not specifically state that. She advised when Lieutenant Bainbridge sends messages to her in that context, she believes he is wanting to meet and have a sexual relationship because, *"...you kind of understand, especially a man who's engaged and supposedly happy sending you messages on Snapchat asking when are we gonna hang out it's kind of obvious."*

Kristina advised she did not wish to participate in any relationship with Lieutenant Bainbridge, so she began ignoring and blocking his messages. She stated Lieutenant Bainbridge sent her numerous unwanted messages, which prompted her to block him on social media.

Kristina advised she felt the messages he was sending were not appropriate, and *“I felt like it was an odd position to be in especially working for the Sheriff’s Office. I just basically thought to ignore it and just block it and basically hopefully it goes away.”*

Kristina stated she did not specifically tell Lieutenant Bainbridge to stop contacting her, but did state, *“After I said that he was engaged and he continued to message I didn’t see the point in opening those messages and explaining to him. I would think as a grown man he’d know.”*

Kristina was asked if she did not say anything because she was in fear of anything, at which time she stated, *“No. I just I also didn’t want a retaliation especially working here. I don’t need to basically it’s none of my business like he I don’t need to get involved in that, I wanted to basically just step away and not have to deal with any of that.”*

Kristina stated she was concerned that the rumors or conflict associated with Lieutenant Bainbridge may affect her employment and future appointment as a Deputy Sheriff Recruit for our agency.

Kristina later advised she did not believe Lieutenant Bainbridge’s actions reflected the standards of a lieutenant with the Volusia Sheriff’s Office, and did not know of any other persons who may have had similar contact with Lieutenant Bainbridge.

Interview with Deputy Aleece Baldwin

On May 7, 2021, at 1323 hours, Lieutenant Shivers and Sergeant Cobb conducted a sworn interview with Deputy Aleece Baldwin at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Deputy Baldwin advised she has been assigned to Bravo Shift in District Four for approximately a year and a half, and has had contact and interactions with Lieutenant Bainbridge. Deputy Baldwin indicated she had message interaction through Facebook and Instagram, and has seen him a few times on calls.

Deputy Baldwin advised the messages on Facebook and Instagram were not business related, and when asked to explain what the messages said, Deputy Baldwin advised the following:

“So initially I reached out to him regarding the MMA sponsorship program they do for law enforcement officers. He gave me some information regarding that, and then when it came down to me signing up he continued to ask me if I had signed up yet? And would request for me to sign up at his gym and say that his gym was really good, and I finally told him that I had a lot going on in my personal life regarding family, a death in the family and then my marital issues.

He kept pressing and inquiring about my marital issues and I explained to him that my husband's just not used to me being a law enforcement officer so it's causing issues with our marriage. Lt. Bainbridge then stated that he understands because he's on his fourth marriage and made a comment of me not to get knocked up.

After that we were talking about his kids at which point he sent me a picture of his son and his daughter. I responded that his kids were cute and they definitely resembled their father which is him.

At that point he kept making comments about if I thought he was cute and I kept continuing trying to avoid the conversation and kept asking about other things and he would come back to that.

During this conversation, he also told me that me and my best friend, who is Nicole Marie Ellis who's not a law enforcement and currently resides in Tampa, that we looked alike and that we were like twins. He then said that we were petite and cute, and he kept asking about her and then he kept going back to if I thought he was cute at which point I left, I just didn't respond, I didn't open the message.

The next day I was, I felt uncomfortable about answering the you know, or opening the conversation and having it with him. So then I called Dep. Darcy and we discussed it, and she came up with a way for me to tell him I was uncomfortable having the conversation and I told him that I didn't believe my husband would be comfortable or appreciate me having that conversation about commenting on the appearance of another man. And then he tried to backtrack saying that it wasn't like that, and I said ok, I may have read it wrong, you know, I work nightshift I'm tired.

And that was the start of those messages. And then after that he would message me on and off of Instagram and Facebook asking me if I was going to sign up for the gym. He would like my photos on Instagram and Facebook and he would send me messages commenting on my pictures on Instagram. I would just continue to delete them or keep them unopened because I didn't want him to see that I was seeing it. When I wouldn't respond, he would say things like good talk or where did you go or now you're gone?

I saw him one time at the district office, I didn't know he was there. When I walked in he saw me he was in the sergeant's office. I grabbed what I came to get from there and then I left. He then immediately messaged me asked me what was wrong and why I was acting off and then I told him it was because I was tired, but really it's because I was uncomfortable and I no longer wanted to be at the district 4 office.

There was a later time when I was sitting with Dep. Tyler St. John who was not on duty. He brought everybody Buc-ees and I told him I was doing extra patrol at the church parking lot across the

street from district 4, at which point Dep. Tyler St. John met me there to provide me what he purchased for me.

As we were talking about the wedding, you see a Watch Commander vehicle pull up with no lights. He gets closer to Dep. St. John and I who were kind of in the back and he sees that I'm with Tyler St. John and he turns around and then goes straight to the district. I pulled up the, to see who was on and I saw it was Lt. Bainbridge. Tyler St. John made a comment that it was creepy and I agreed with him. And then he just would continue to message me and I wouldn't open it."

It should be noted, upon conclusion of the interview, Lieutenant Shivers reviewed Lieutenant Bainbridge and Deputy Baldwin's AVL data to corroborate her statements. Upon review, Lieutenant Shivers observed on April 7, 2021, at approximately 0251 hours, Deputy Baldwin was stationary at the Lutheran Church of Providence's (1696 Providence Boulevard, Deltona; corner of Providence Boulevard/Dunlap Drive, Deltona – directly across the street from the District Four substation) parking lot, at which time Lieutenant Bainbridge travels Southeast on Dunlap Drive adjacent to the parking lot. The AVL data does not specifically record Lieutenant Bainbridge within the parking lot. However, the timestamp on the AVL data shows it took approximately 1 minute and 43 seconds to travel approximately 496 feet on Dunlap Drive (from the intersection of Deerfield Avenue/Dunlap Drive to the intersection of Dunlap Drive/Providence Boulevard). The timestamp data is as follows –

April 7, 2021 at 02:51:07 hours at Deerfield Drive/Dunlap Drive

April 7, 2021 at 02:52:50 hours at Dunlap Drive/Providence Boulevard.

Per Google Maps, the distance calculator estimates it would take a person less than one minute to travel the above listed distance based on the applicable speed limits (25 miles an hour in residential areas). Additionally, calculating the speed Lieutenant Bainbridge was traveling to cover the 496 feet in one minute and 43 seconds ($d=st$; distance equals speed times time), it was determined Lieutenant Bainbridge would have been traveling an average of 3.28332 miles per hour while passing Deputies Baldwin and St. John.

Additionally, the next available recorded AVL timestamp showed Lieutenant Bainbridge stationary at the District Four office at 02:56:20.

Lieutenant Shivers asked why she wasn't opening the messages sent by Lieutenant Bainbridge. Deputy Baldwin stated, *"Because I didn't want him to see that I was seeing it because I didn't want to engage in conversation with him, but I also didn't want to upset him because he is a lieutenant and me being a newer deputy I feel like he can interfere with my career."*

Lieutenant Shivers inquired about what Lieutenant Bainbridge said when she told him that she did not feel it was appropriate to have a conversation with him, and Deputy Baldwin stated, *“He tried to say that he was asking about my best friend, but yet he was asking me if I thought he was cute. And he kept making statements like, oh me and cute in the same sentence? Get out of here! You must be drunk. And I would try to avoid that statement and say, well I’m definitely not drunk because I’m at work and I’m a good deputy and that’s not what good deputies do, trying to put like humor into it. And he would continue on. And then when I finally told him that my husband wouldn’t appreciate it that’s when he backtracked and he was like oh it’s not like that. I don’t, I don’t remember exactly what he said.”*

Deputy Baldwin advised she believed the messages Lieutenant Bainbridge was sending to her were in attempt to start some sort of personal relationship with her. She also stated she believed Lieutenant Bainbridge’s actions were inappropriate.

Lieutenant Shivers asked Deputy Baldwin if the messages and interaction with Lieutenant Bainbridge affected her work performance, Deputy Baldwin replied with, *“I would try to avoid seeing him so like if I had to use the restroom and if I knew he was at District 4 I would go out of my way and go somewhere else. Or if everybody was sitting at the district I would purposely not go sit at the district because I didn’t wanna be around him. And if I had to go to the sergeant’s office I would try to stay in the hallway so he couldn’t see me.”*

Deputy Baldwin advised the situation caused her anxiety and stress because, *“He was messaging me and I was worried about upsetting him and then you know him lashing out at me or targeting me. You know making it to where eventually I can’t promote or making it to where I can’t go to certain classes.”*

Deputy Baldwin confirmed her message interaction with Lieutenant Bainbridge began in mid-March when she initially reached out to him via Facebook Messenger application to inquire about free mixed martial arts courses Lieutenant Bainbridge was promoting on his personal Facebook page.

Deputy Baldwin was asked when the messages regarding the mixed martial arts inquiry from her to Lieutenant Bainbridge evolve into inappropriate messages, at which time Deputy Baldwin stated, *“The same, the same time when I inquired about the MMA thing that’s when you know, I explained to him about the marital thing and then he started talking about the do I think he’s cute after he sent me the picture.”*

Deputy Baldwin confirmed this exchange of messages between her and Lieutenant Bainbridge all occurred on the same day.

Lieutenant Shivers asked Deputy Baldwin how many messages Lieutenant Bainbridge sent her since mid-March for the following couple of weeks, and she replied with, *“I mean the ones that I definitely know of I would say at least 30. But if I had to guess the ones I didn’t open I’d say closer to 50.”*

Lieutenant Shivers asked Deputy Baldwin if she knew what any of the messages she didn’t read said, at which time she advised, *“I know some of them was like hi, hey, when are you signing up you know when are we going to the gym, how are you, just things like that.”* She stated she would delete the messages without opening and reading them, *“Because I didn’t want him to see that I could see that he was messaging me,”* and, *“Because then he would be like well why are you ignoring me and where did you go and just making it uncomfortable and I was scared of upsetting him.”*

Lieutenant Shivers asked Deputy Baldwin if she believed or personally felt Lieutenant Bainbridge’s messages became harassing, at which time Deputy Baldwin stated they did. When asked how, Deputy Baldwin stated, *“Because he would not stop messaging me and if I didn’t message him then he would say things like where are you and good talk and you could see he was getting a little upset with me not messaging him.”*

Lieutenant Shivers asked Deputy Baldwin when she told Lieutenant Bainbridge that she did not wish to talk to him any longer, at which time Deputy Baldwin advised, *“So the initial message when I inquired about the MMA, the next day. Because I was scared to open the messages that he was sending after he kept asking me if I thought he was cute. When I got home I saw that he sent me another message and was like and now you’re gone. I was like well I’m gonna go to sleep I’ll talk to Dep. Kaelin Darcy the next day to just get some advice on how to go about this and then I called her and then I sent the message the next day.”*

Deputy Baldwin advised she received and deleted messages from Lieutenant Bainbridge up to a week or week and a half prior to her interview with Internal Affairs detectives.

Deputy Baldwin later confirmed after speaking with Deputy Darcy that she sent the message to Lieutenant Bainbridge advising her husband would not appreciate her commenting on another man’s appearance because she was not interested in developing any sort of relationship with Lieutenant Bainbridge. Deputy Baldwin indicated she did not mind discussing work related matters professionally; however, she did not wish to continue talking to him inappropriately. Deputy Baldwin specifically said, *“So I didn’t want to convey that I wanted to discontinue, I don’t wanna say talking, but like if, you know, if I have a question about the MMA thing, you know, I wanted to be able to go to him because he had all the information. But I didn’t want him talking to me like that.”*

Deputy Baldwin was asked about the instance when she went to the District Four office and saw him at the sergeant's door, immediately left, and subsequently received a message. Lieutenant Shivers asked Deputy Baldwin if she felt Lieutenant Bainbridge was generally concerned for her well-being after she saw him and immediately left, and she stated, *"I feel like he wasn't genuinely concerned because prior to our when we first started messaging like he never messaged me. Ever. Like if I called out for work I never received anything from him so I felt like it was not because he was genuinely concerned it was that he just wanted to talk to me. Like he was just trying to find a way to talk to me. And then he would message me even more and I just wouldn't respond and I would tell him you know I got busy with work or."*

Deputy Baldwin stated Lieutenant Bainbridge's messages made her so uncomfortable that she would try to avoid him altogether, even if she had business at the office or with one of her supervisors, she would specifically avoid it to avoid talking to him.

Deputy Baldwin was asked what initiated the conversation between her and Sergeant Barnes that resulted in the supervisor's inquiry being completed, at which time Deputy Baldwin stated, *"So I'm really close with Sgt. Barnes and I didn't really want to report it, so in my head I was thinking oh if I don't report it to Sgt. Gordon or Sgt. Calkins it won't go anywhere because they are my direct sergeant and me and Sgt. Barnes were having a conversation of regarding, you know, being a female in law enforcement, and I said you know it's great until you have people who harass you that you feel like you can't say no to because they're higher up. And then Barnes kind of like looked at me and I was like well you know I don't want you to tell anybody but it's Bainbridge. And then he inquired like what was going on and he was like you know I really wanna say something and I was like well I just, you know, I don't want any retaliation or anything like that. Sgt. Barnes told me you know it's not like that that, he can't do that and I was just really nervous about reporting it. So I confided in him as like a friend to a friend but I respect that he does have, he is a sergeant and he has a duty and I'm not upset with him or anything I understand why he did it."*

Deputy Baldwin advised she has not been harassed by any other person, and stated she would normally just *"...nip it in the bud but, like I said he's higher up and I was scared of retaliation."*

Lieutenant Shivers asked Deputy Baldwin since Lieutenant Bainbridge was a lieutenant, did it have any effect on her performance or cause her stress because of his position, at which time Deputy Baldwin stated, *"Yeah I was scared to say something and I was scared to upset him because you know he is a lieutenant and I'm a newer deputy and I was afraid that he would have interference of me like eventually promoting or maybe he would say something to the person who's in charge and be like oh well you know Baldwin I wouldn't take her or something of that sort. I didn't know if he could do that so I just didn't want to chance it."*

Deputy Baldwin stated the incident has caused additional stress on her personal life, specifically stating, *“I wouldn’t say significantly but it’s definitely stressful and give me anxiety and I would check to see who the Watch Commander was to make sure it wasn’t him.”*

Deputy Baldwin advised she would immediately look to see who the Watch Commander was for the day, and would be relieved if she observed Lieutenant Taylor or Lieutenant Eric Powers was logged on as her Watch Commander in lieu of Lieutenant Bainbridge.

Interview with Deputy Tyler St. John

On May 7, 2021, at 1449 hours, Lieutenant Shivers and Sergeant Cobb conducted a sworn interview with Deputy Tyler St. John at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Lieutenant Shivers asked Deputy St. John if he had any information regarding an incident that occurred between Lieutenant Bainbridge and Deputy Baldwin, at which time he stated he did.

Deputy St. John advised, *“So Dep. Baldwin, I don’t remember the specific date but Dep. Baldwin came to me sometime on our last period of night shift, so within the last four or five months. And she kind of just nonchalantly at first, kind of, was showing me some messages or what not. We kind of, what started it, we had a hot call and basically everybody was kind of there. The Watch Commander was there. The Watch Commander that day was Lt. Bainbridge. And the next morning or the next day I should say at work, Dep. Baldwin came to me with some messages or what not. She was like you know Lt. Bainbridge added me on social media or whatever and he’s been liking a bunch of my stuff, kind of messaging me saying he wants to hang out or what not. And at that point it kind of just was a continuous pattern of messages along the same lines I guess. I didn’t really see all of the messages that were sent, it was just kind of like a, hey message me again, or what not for a period of a couple weeks. I remember the next time she kind of showed me something that was sent to her it was a message that kind of specifically alerted her. It was something in regards to, I think it was like, how tiny she was or something like that it made her feel really uncomfortable, and it resulted in her responding and telling him like not to be disrespectful, but obviously I’m married and I don’t think my husband would appreciate seeing these messages, if you could please stop, I don’t mind messaging but it cannot be anything of that nature.*

And then to my knowledge the commenting and liking of the photos stopped briefly. I think she was taken off of his social media, briefly re-added and then it kind of resumed just with a bunch of likes and you know a couple messages here and there kind of just saying hey or trying to check in or what not.

Aside from that really the only thing that she had kind of came forth and told me was that she felt that he was kind of following him around or following her around. Sorry, when he was kind of in

the area or what not, and felt that anytime she was kind of by herself EP'ing something or performing an extra patrol that you know, he would kind of pop up and kind of just be there whenever she was alone. She said it felt a little awkward and kind of strange that it was such a common occurrence.

And then I don't remember the specific date, but I was on vacation and I brought my shift some Buc-ees kind of midway through the shift after a busy day for them. And I was going to give Dep. Baldwin what I got her for her order and I was hanging out across the street from the district 4 building, and at that time she had mentioned something about a car coming in and blacked out and I turned around and it looked like, a you know, the Watch Commander vehicle and ultimately it ended up being him. And then that's when she kind of re-addressed and said see this is what I was talking about and you know I think that he's gonna like watch my AVL to see where I'm at. And that's basically all the information I had."

Lieutenant Shivers asked if Deputy Baldwin ever expressed to him how the messages made her feel, at which time he stated, *"Yeah we had brief conversations about that, she kind of just expressed that the messages made her feel very awkward and kind of put her in a weird place. I kind of brought up just some situations from similar things I guess when I was in the Marine Corps and she basically agreed to that and said that it kind of put her in a very weird position and she felt kind of not able to express herself due to the fact of his position and her position being a you know just a deputy with the Sheriff's Office. She mentioned brief concerns about what it could potentially do to her career, she was just trying to have the you know the awkwardness I guess and the conversations that were unwanted stopped."*

Lieutenant Shivers asked if Deputy Baldwin was concerned that if she asked Lieutenant Bainbridge to not contact her it would result in an adverse effect on her career, at which time Deputy St. John stated, *"Yeah of course. She expressed that and you know basically that's she ultimately told me she wasn't gonna say anything and she you know kind of told me not to say anything just kind of due to that. She was, she was pretty worried and kind of stressed out with the situation kind of all in one, just due to I guess the overthinking and (unintelligible) was pretty much her primary concern is just kind of like what would happen because she already went kind of out of her comfort zone a little bit to kind of let him know like, hey like not to be disrespectful because she already felt awkward doing that given the fact that he's a lieutenant and she's a deputy but she already asked him to stop once and then it kind of didn't so at that point she knew that really the only thing would be telling somebody else and she really didn't feel comfortable doing that."*

Lieutenant Shivers asked Deputy St. John if he had observed any indications that Deputy Baldwin had anxiety or stress or had any effect on her work performance, and Deputy St. John stated, *"Yeah as far as the work thing I just know that like she feels like she can't sit in one spot at a time. I don't know personally if it's effected like her actual performance or ability to do that, I haven't necessarily seen that but then again I go to very few calls with her as I'm in Osteen and she's in*

Deltona she was kind of in the opposite end of Deltona at the time. So the amount of calls that I go on to her is very dependent on just kind of the severity and what's going on in the city. So not to say that that wouldn't be a true statement but what I have seen is briefly like when have gone to dinner or something like that together or on shift or what not and just observing kind of how she feels and her body language and everything and the fact that she continued to like kind of talk about the situation or kind of showing me messages or what not. I could definitely see that she was trying to de-stress and try to have somebody else to talk to where she felt like you know it wouldn't well up and have whatever adverse effect she was fearing. And you know I could see it firsthand there. Aside from that you know I can't really speak for much else."

Deputy St. John was asked if he had any information regarding Lieutenant Bainbridge asking Deputy Baldwin to stop by his residence while she was working overtime in District Six. Deputy St. John advised, *"Yes. So sorry it's, it was like a period of a couple weeks and some things were brief conversations. It's something she had brought to my attention. She did not show me. I didn't physically see that message either, but she told me that she was over there and I guess he lives at the new apartments right off of 17-92 and he had sent her an Instagram message basically saying something, and obviously I'm paraphrasing, because again, I didn't see the message, but it was something along the lines of hey if you're not busy which you're not because you're 61 zone you know come on by and you know come by the apartment and gave her the whatever the address was. To my knowledge it only happened one time or at least I was only ever told about it the one time. To what I was told it wasn't a reoccurring thing it was just hey come by my apartment. And then aside from that I mean the only other comments I really think I saw weren't like anything crazy they were just responses to her Instagram photos he'd like I guess there's a way to like not comment on the photo but like send a comment in the message and it shows the picture still or something like that. You know a couple things like that just trying to engage a conversation with Dep. Baldwin. But that's, that's everything."*

Lieutenant Shivers asked Deputy St. John if Deputy Baldwin told him that she didn't respond to a lot of the messages, at which time Deputy St. John stated, *"Initially you know in the beginning she and I can't say initially like her bringing it to my attention literally the next day is because she was already kind of weirded out about it like why is the lieutenant trying to like be best friends with me or like try to talk to me this much or what not especially because it was so random because he was on that call and then out of nowhere just kind of boom. ...but basically after that you know a couple brief conversations where she engaged and she had no problem like if you know there was conversations about you know getting signed up at the MMA gym. I guess they do an Adopt a Cop (unintelligible) program or something like that he was telling her to come on by it was a sweet gig or what not. And after the previous comment I stated where she kind of was like alright I've gotta draw the line somewhere basically every comment after that she didn't respond to and just immediately deleted in fear that like you know her husband was gonna see it or something like that and you know."*

Deputy St. John advised the conversations he had with Deputy Baldwin regarding the messages she received from Lieutenant Bainbridge occurred sometime around March and April, but he was unsure of the exact dates.

Interview with Sergeant Amy Ort

On May 7, 2021, at 2304 hours, Lieutenant Shivers conducted a sworn interview with Sergeant Amy Ort at the District Two substation in DeLand. Below is a summary of the interview:

Sergeant Amy Ort advised she was assigned to Alpha Shift in District Two, on nightshift for the last four months of 2020. Sergeant Ort advised she regularly had contact with Lieutenant Bainbridge as her Watch Commander.

Lieutenant Shivers asked Sergeant Ort if she had experienced any type of unprofessional conduct from Lieutenant Bainbridge directed towards her, at which time she advised that she did; however, it was mostly while she was off-duty.

Sergeant Ort stated, *"It would be at work but nothing again would be inappropriate at work. Outside of work he was very flirtatious. At times yes, I was reciprocal of that and I would flirt back but it was playful banter, nothing like beyond inappropriate. Like, oh lets you know send pictures of each other, it was never that. Like we'd say, oh you wanna go to dinner, but never happened. Just playful banter but he would always push me to come over or hang out alone and I just I was not for that and eventually he hung up that hat and I don't know if he moved on or you know where he went. But we're fine now, I mean it's not like there was ever issues between us from that conversation that it would hinder him from doing his job or my job. We're always professional at work."*

Sergeant Ort advised she "drew a line in the sand" with Lieutenant Bainbridge and told him that she would talk to him but she was not going to come to his house. Specifically, she stated, *"I refused at all times to ever meet him outside of my own home or anywhere to deal with him because quite honestly he's unpredictable in that area because he is pushy. But he got the hint from me eventually to stop talking to me in that manner. But we're still friends. But like I said I don't know if he moved on to somebody else or what."*

Sergeant Ort advised Lieutenant Bainbridge attempted to persuade her to meet him off-duty approximately five times around August & September of 2020. She said, *"But again like I was one of those like, oh no, like flirtatious back, but I would never go over there and I told him absolutely not. But like aren't you getting married soon? And it was like, well that doesn't matter right now type issue and I'm like ok, well we're gonna stop because it's just kind of like, here's Kyle again trying to flirt with somebody else and you're about to get married again like I don't like that so."*

Sergeant Ort advised she did not believe her interaction with Lieutenant Bainbridge was unprofessional, but it was unwelcomed by her. She stated, *“But again I was flirtatious back so I mean it could be a miscommunication there that he felt that he should go above and beyond the little playful banter that pretty much anybody will do in life honestly. As like a friend thing like poke each other back and forth little playful things but at one point it would go above and beyond that and that’s when he started pushing come over come over and I was like absolutely not. And then it stopped.”*

Lieutenant Shivers asked Sergeant Ort if she was aware of any other people or any other incidents that Lieutenant Banbridge may have involved in regarding unprofessional conduct, and she stated one of her friends who works for New Smyrna Beach Police Department had a similar encounter with him. Sergeant Ort stated, *“Yes. My friend Brittany Olson, she’s with New Smyrna Police Department. She’s a detective there. She reached out to me, I can’t really give you exact timeframe but I’m sure she could if I asked her. She asked me who Kyle Bainbridge was and I actually told her to run the other way. Don’t give him your time of day because he’s not known to be a faithful man and you don’t need, you have no business being with that guy. He just doesn’t get the idea sometimes that he should just stop being so flirtatious in life and more faithful if you’re to be with somebody. Especially if you’re gonna marry them or are married. And she didn’t really touch base on me with that until probably like a few weeks later and she’s like, man he just wouldn’t stop like he just doesn’t get it like he keeps trying to get in contact with me. She told me that she absolutely did not message him back like, and he just kept messaging. And at one point I think she screenshotted to me and you could see where it was because they’re iPhones it was message, message, message like, hey like do you wanna go to lunch do you wanna do this do you wanna do that and she never responded once and he just kept going. She’s like I don’t get it, and I said that’s why you need to go the other way and be done with it.”*

Sergeant Ort indicated Brittany Olsen told her, *“...she said at one point like I’m not interested like I’m not interested I’m with somebody and she left it at that. But he just kept trying but she wouldn’t respond.”*

Sergeant Ort advised the communication between her and Brittany Olsen occurred around September/October, but she was not sure on the exact timeframe.

Lieutenant Shivers asked Sergeant Ort if there was anyone else that she can think of, at which time Sergeant Ort stated, *“I can, so I can assume at one point I was in the office. This was, this was probably it was dayshift. I was dayshift so this is not too long ago, it’s probably a couple months ago maybe maybe a month. Brittany Crofutt, a deputy here, was sitting in the office with me and we were on the computer in the sergeants office and Kyle came in as the Watch Commander and said something about work. I can’t recall what it was, but he walked off and she just kind of looked at me and she’s like, she looked kind of distraught and she’s like, man I really fuckin hate that guy. And I kind of looked at her funny, and I said why are you alright, and she just kind of shook her*

head and didn't elaborate. She didn't want to go into it so I don't know. That could have been something. But she looked distraught from him being there."

Sergeant Ort was asked what she thought may have happened to have Deputy Crofutt react that way, at which time she stated, *"My gut feeling is there was something between them and something went wrong. Just working with Brittany and knowing Brittany a little bit if something's bothering her it's gonna bother her for a reason and she shows it very, like she shows that something's wrong. She doesn't hide her feelings so."*

Lieutenant Shivers asked Sergeant Ort if there was anything else she can think of or anything that wasn't discussed that she believes is relevant, at which time Sergeant Ort stated, *"No. This is kind of, I mean it's not a surprise that this is happening but you know."* Lieutenant Shivers asked for clarification, and Sergeant Ort stated, *"Just because Kyle's MO is always flirting with all the women in this agency to be honest. It's just his MO to be flirtatious with everybody and sometimes he crosses lines of not getting the hint that they're not interested. But eventually like with me I can say personally he's known that line's been drawn and he stopped so I don't know what I did or said that got him the hint but he took it."*

It should be noted, Lieutenant Shivers later contacted Brittany Olsen, who advised she did not wish to make a statement, and did not want to be involved in the investigation.

Interview with Deputy Kalin Darcy

On May 7, 2021, at 2345 hours, Lieutenant Shivers conducted a sworn interview with Deputy Kaelin Darcy at the District Two substation in DeLand. Below is a summary of the interview:

Lieutenant Shivers advised Deputy Darcy that he was conducting an investigation into alleged improper or inappropriate conduct by Lieutenant Bainbridge towards Deputy Baldwin, and inquired if Deputy Darcy knew anything about the incident. Deputy Darcy advised she did, and stated, *"Yeah she called me when he first started messaging her."*

Lieutenant Shivers asked Deputy Darcy what Deputy Baldwin told her, at which time she stated, *"She was saying that he was hitting on her and kind of sending, she didn't, she didn't really get into what the messages were saying. She was just kind of concerned because she's married and that he was hitting on her and constantly like messaging her like multiple, multiple times a day and she didn't know how to reply to it."*

Deputy Darcy advised she did not actually see the messages because Deputy Baldwin advised her that anytime she would receive a message from Lieutenant Bainbridge, she would delete them, *"Because she like, was hoping he would just stop."* Deputy Darcy went onto state, *"I just know*

they were super, I remember they were being like super flirty and she was just trying to think of a way to get him to stop messaging her without hurting his feelings kind of.”

Lieutenant Shivers asked why Deputy Baldwin was concerned about Lieutenant Bainbridge’s feelings, at which time Deputy Darcy stated, *“She didn’t wanna say something wrong and then get black listed from the agency.”* Deputy Darcy advised Deputy Baldwin told her that she was actually worried about Lieutenant Bainbridge’s possible retaliation, stating, *“Like she wants to eventually be like a FTO and go into CST and stuff go to CID and she didn’t want her pissing him off because she didn’t like wanna flirt back with him, him like hurt her chances with going into one of the units she wants to go to.”*

Deputy Darcy went onto explain that Deputy Baldwin was concerned with Lieutenant Bainbridge possibly talking to people, *“Or like if her name comes up for a position him to be like just have some sort of distain towards her to where he is like no don’t pick her.”*

Deputy Darcy was asked when the messaging incident between Deputy Baldwin and Lieutenant Bainbridge occurred, at which time she stated, *“Probably like two or three weeks ago but then I know the other day he deleted her off Instagram or Facebook. And added her back and then said sorry I didn’t mean to delete you and then she was like ok and then he blocked her again like two days ago so then that’s the last time I’ve heard of it. But the, when she called me was probably two or three weeks ago.”*

Lieutenant Shivers asked if she and Deputy Baldwin ever discussed telling her supervisor about the incident, at which time Deputy Darcy stated, *“She didn’t want to bring it up to like to the point of an IA. I think the only reason she even told anyone that was higher up was to kind of get advice on how to (unintelligible) like how to go about handling it. Only because as a woman in the job if something goes to IA then you’re like kind of known as the person who goes to the 4th floor and she didn’t want like that name for herself this early on in her career was her only worry about it.”*

Deputy Darcy advised Deputy Baldwin was concerned with her reputation as a deputy and possible retaliation by Lieutenant Bainbridge, which caused her to not immediately report the incident. Deputy Darcy advised, *“Yeah she said that because we were kind of trying to figure out how to go about it. And then once we were talking just to say hey like tell him like I don’t think my husband would appreciate me, I think, I think he said something about like how he looks like, oh can you tell me I look nice or something. And I was like you should probably tell him your husband doesn’t appreciate you commenting on other men’s looks and I think that’s what she ended up texting him. And then he was like oh ok and kind of started backtracking but.”*

Deputy Darcy advised she has known Deputy Baldwin for approximately ten years, and observed the incident was distressing her. She said she regularly talks to Deputy Baldwin on a personal level, and stated, *“Yeah it’s been kind of stressing her out. Once, it’s stressed her out enough to*

where she's brought it up like once a week probably for the last month or so. Just oh he just weird stuff like oh he messaged me again or like yeah he's been messaging me again I just keep deleting the messages, I don't know how to bring this up to Eric which is her husband. And then when she got, she was on vacation, and she got the phone call about that she had to meet with you guys, she was like I don't know what it's about, and she was getting super stressed out about it and kind of had a panic attack. And then she was on vacation with her husband so her husband went to the store and then she called me and she's like, hey I think it's about Bainbridge like that's probably what it's about I don't know who told him or told the higher ups, like she didn't know how it got to an IA. Pretty much she was just kind of freaking out that, now that it if it was about that and then that it got to an IA that then he would retaliate but."

Lieutenant Shivers informed Deputy Darcy that it would be difficult for anyone to retaliate against someone in the midst of an internal affairs investigation, which she understood. She did state she told Deputy Baldwin that everything would be fine.

Deputy Darcy advised she had not received any messages or had any unwanted or unprofessional contact with Lieutenant Bainbridge, and that she had no further information to add.

Interview with Officer Laura Diedesch

On May 13, 2021, at 2142 hours, Lieutenant Shivers conducted a sworn interview with Daytona Beach Shores Public Safety Officer Laura Diedesch at the Daytona Beach Shores Public Safety Department headquarters in Daytona Beach Shores. Below is a summary of the interview:

Lieutenant Shivers asked Officer Diedesch if she interacted with any of the Volusia Sheriff's Office Watch Commanders, at which time she stated, "With Lt. Bainbridge. We came into contact with each other on social media, particularly Instagram and Snapchat roughly a year ago to nine months ago. It was when I was in fire school Lt. Bainbridge followed me on Instagram and added me subsequently on Snapchat which are both social media platforms. I didn't follow Lt. Bainbridge back on Instagram and my Snapchat is set up that you can message me even if I don't accept your friend request. Lt. Bainbridge started messaging me on Snapchat and sending me pictures of himself and his work duties and such. I don't believe I replied ever until he started messaging me asking me to send me a picture of me smiling. He started saying you know send me a picture of you, send me a picture of you smiling. I wanna see a picture of you smile. Smile, let me see you and I rarely replied. At one point I got fed up enough I was annoyed enough and creeped out enough that I straight up told him like no I'm not gonna do that. I don't smile, I don't like taking pictures of myself I'm not sending you a selfie leave me alone. And I blocked him on Snapchat and I didn't remove him as a follower on Instagram.

I don't recall when I followed him back on Instagram but I believe it was several months later when he mentioned that I could join his Jiu Jitsu gym because I used to go to Ralph Gracie in Port

Orange and I had quit for financial reasons and some friends at the Sheriff's Office knew that I was trying to get back into it. I guess he found out and send me some information on going to his Jiu Jitsu gym in Debary.

Anyways a couple, some time passes and he messaged me on CAD when I was training, do you want me to say her name? [Lieutenant Shivers replied, "Sure."] I was training Ofc. Billue I was actually I believe clearing her at the time for FTO so back in April he messaged me in CAD and asked me to meet up. Well my trainee saw the name on CAD and said that she recognized him she knew him because he was engaged to one of her friends. And I said ok well we can meet up with him then because I think it's a good idea for you know all of us to get, it's a good way to network. I like to know people in my neighboring jurisdictions and other agencies because if you need something you can reach out to them and it's just a good way to build like a social network and stuff especially in this career. So I agreed to meet with him and we met at Winn Dixie which is 2200 South Atlantic Avenue. And...[Lieutenant Shivers asked if that address was in the Shores]... That's in Daytona Beach Shores it's in the north end.

So he was already there waiting for us when we got there so I went and met with him. We talked for a few minutes and I don't remember if we got a call or if we were gonna make a traffic stop but we ended up going to a call and I know that he ended up backing me up on one of my, he, he followed me to two of the locations I went for sure I don't remember if there was a third one but one of them was a traffic stop and multiple times I told him that I didn't need him.

I said you know we got this you can clear I'll see you sometime you know, see ya later have a good night and he's like no I'm gonna hang out. And I told him no, you're good to go like I don't need you, I got my trainee.

I had my other zone partner at the time Ofc. Epling and he's like no I'll hang out and continued to hang out. He stayed for the entire duration of the traffic stop which is pretty lengthy because my trainee was slow and took about 20-25 minutes on it. And he just hung out there and watched us the whole time.

My partner Ofc. Epling had noted that she felt so uncomfortable with him there because she's like I don't get why he was just standing there it was super awkward so I rolled down the window and talked to him myself because he was just standing there watching you.

Anyways we ended up clearing the call. I went back to 7-11 because it's what I do at 2 am and he followed me there. And I was there for a long time. I take my dinner break at like 2 and I take an hour and I eat my dinner in the parking lot of 7-11 and get my snacks and stuff like that and he stayed for the entire duration. Hung out with me, my partner and then one of the guys at Beach Patrol and just stayed the entire time. So I was you know whatever I get it everyone socializes.

So then at the end of the night he asked me what I was doing and I made a joke I was like oh actually I have to go back to the police department because I left my gun at the, I left my gun in my locker, I'm an idiot ha-ha. And he starts messaging me he's like ha-ha you're so cute, that's so funny, you're so cute and just kept messaging me back and, like over and over and over again he's like it's a good thing you're so pretty, it's a good thing you're so pretty because you know you're just so cute. And I kept ignoring it and at one point he's like I wish you could be my dirty little secret because you're so pretty.

And on Snap or on Instagram you can see the message without opening it so the whole time I'm like opening these, I can see these messages that are coming in I'm like oh my god like I don't wanna open it because it's gonna send the read receipt and then I'm gonna have to reply. So I keep ignoring it, keep ignoring it. He messages me like 10 times in a row without me replying and I go to sleep and I wake up to five more messages from him and I open them and I was like well now it's an extended period of time it looks like I went to bed so I don't feel obligated like I have to reply to him."

Lieutenant Shivers asked what the messages said, at which time Officer Diedesch stated, *"Just like, I don't remember I remember him saying like oh I think you fell asleep ok I'll talk to you later or something like that but most of them were like you're so pretty you're so cute. And the one that stuck out in my mind was I want you to be my dirty little secret which I was like what? Like eww."*

Lieutenant Shivers asked Officer Diedesch what she think Lieutenant Bainbridge meant when he asked her to be his "dirty little secret," at which time he stated, *"Well he asked me what I was doing after work so I interpreted he was trying to get me to like hang, like you know like go out with him, like go over to his house. Like you don't ask someone what they're doing when they get off of work when you don't know them and then start hitting on them like unless you're trying to get some, you know. So..."*

Officer Diedesch clarified, stating Lieutenant Bainbridge's message was an attempt by him to meet her to have sex.

Officer Diedesch stated, *"So I was like ok well that's creepy, not interested. You already bothered...and then I put it together in my head. I was like, wait this is the weirdo that like kept messaging me back you know a year ago. Totally forgot about it, but I was like, because his screen names are different too, so like his screen name on Snapchat was different than the one on Instagram, I was like oh wait that's that weirdo, like I put the connection in my head."*

Officer Diedesch advised she was in fire school (Firefighter's Standards Academy) in August 2020, and she never actually met Lieutenant Bainbridge until the night he came to Daytona Beach Shores in April 2021. Officer Diedesch explained Lieutenant Bainbridge followed her on social media, but used a different username at the time. Officer Diedesch later explained she knew

Lieutenant Bainbridge sent her messages in August 2020, as he sent her photographs of himself in uniform near a Volusia Sheriff's Office patrol vehicle.

Officer Diedesch stated the messages Lieutenant Bainbridge made her feel uncomfortable at which time she felt compelled to speak to Deputy Kyle Cowger about the incident. She stated she asked Deputy Cowger who Lieutenant Bainbridge was, and explained to him the messages he had sent to her. She stated Deputy Cowger advised she should begin taking screenshots of the messages sent by Lieutenant Bainbridge, and to try to avoid any further contact with Lieutenant Bainbridge.

Lieutenant Shivers asked Officer Diedesch if she received any further messages from Lieutenant Bainbridge after the night he came to Daytona Beach Shores, and she said she had. She said she received several messages from Lieutenant Bainbridge, mostly him asking her to join his gym. She said she was very curt and blunt with him; giving him one-word answers because she did not want to join his gym, nor speak to him any longer.

Officer Diedesch advised on April 30, 2021, she received a notification via Instagram that Lieutenant Bainbridge deleted all of their messages. It should be known, in the social media application Instagram, it is possible to delete messages for both (or multiple) users at once from one device. By "unsending" the message in Instagram, all sent messages will be removed from the message thread on both (or multiple) devices, and not available for further viewing (see [https://www.facebook.com/help/instagram/1750528395229662/?helpref=hc_fnav&bc\[0\]=Instagram%20Help&bc\[1\]=Instagram%20Features](https://www.facebook.com/help/instagram/1750528395229662/?helpref=hc_fnav&bc[0]=Instagram%20Help&bc[1]=Instagram%20Features) for further details). Officer Diedesch showed Lieutenant Shivers her phone, which showed her message bank cleared.

However, Lieutenant Bainbridge sent Officer Diedesch a message on May 1, 2021, at 2227 hours, stating, *"I'm leaving social media behind. If you ever need to contact me, text or call me any time – day or night..."* and included his personal phone number. Lieutenant Shivers confirmed the phone number was Lieutenant Bainbridge's personal phone number through personnel files within the Volusia Sheriff's Office.

Officer Diedesch advised she subsequently blocked Lieutenant Bainbridge on all of her social media platforms.

Lieutenant Shivers asked Officer Diedesch if she felt Lieutenant Bainbridge's actions reflected highly on the Sheriff's Office, at which time she stated she did not.

Lieutenant Shivers asked Officer Diedesch if Lieutenant Bainbridge's actions were consistent with manner male law enforcement officers should act, at which time she stated, *"No. I mean if, I don't get how if you're gonna act like that. Like how do you not get that I'm not interested in continuing like, like if someone's gonna send you a one word reply or not reply then you should get the hint like they're not interested in you, maybe I'm making them feel uncomfortable."*

Officer Diedesch advised she has been employed by the Daytona Beach Shores Public Safety Department for three years, and has rarely ever seen a deputy within her jurisdiction; barring an emergency. She indicated it was bizarre that Lieutenant Bainbridge or a Watch Commander in general would come to the Shores, especially when there were no calls for service requiring it.

Officer Diedesch then advised Lieutenant Bainbridge showed up on a traffic stop she and her zone partner, Officer Ashley Epling, were conducting. She stated she told Lieutenant Bainbridge, “...at least three times like we’re good hey so like I’m holding up four fingers for the record like this means we’re code 4 we’re good...” It should be known, “code 4” or holding up four fingers is a common communication between law enforcement officers indicating they are ok and do not require any assistance.

She stated, “I literally told him, I walked up and was like, hey buddy, like we don’t need you, we’re good. He’s like ok, I’ll hang out anyways.” She stated Lieutenant Bainbridge stood by until they were complete with their traffic stop and then followed her to the 7-11 where she and others met to eat dinner and talk.

Lieutenant Shivers obtained the Body Worn Camera footage from the Daytona Beach Shores Public Safety Department regarding the aforementioned traffic stop, at which time Lieutenant Shivers observed Officer Diedesch advise Lieutenant Bainbridge that they were “good” and Lieutenant Bainbridge state that he would “hang out.” It should be noted, Lieutenant Bainbridge did not log himself out via radio or MDC that he backed up the two officers on their traffic stop.

Lieutenant Shivers asked Officer Diedesch how the messages sent by Lieutenant Bainbridge made her feel. Officer Diedesch stated, “I felt super uncomfortable with the stuff he was sending. Like, the night that I told him that I didn’t need him on my traffic stop and he was asking me what I was doing after work, I was so uncomfortable. And everything that happened when I was in fire school or right before made me feel so uncomfortable that I blocked him, but like this made me feel super uncomfortable. Like that’s the, you can be my dirty little secret was creepy, like ewww. What? Its cringy, it’s so fucking cringy. I feel like I’m blushing right now because I’m so creeped like it’s embarrassing. I feel bad for him that he said that because those words came out. He had...you had to physically like open your phone, type that out, think this is a good thing I’m gonna send this. I’m like this is how I’m gonna pick up on this girl and then send it. That’s just weird. I don’t get it.”

Officer Diedesch advised she felt like Lieutenant Bainbridge harassed her by continuing to send her messages; however, she did not specifically tell him to stop talking to her. She stated she did not because she was not a confrontational person. She went onto state, “Especially with a person that’s like a position of authority, and like I’m not saying oh my gosh like I don’t wanna leave the Shores right now, but you know if I were ever to leave, the Sheriff’s Office is like a stepping stone up you know? Like there’s more opportunity for me there, so I don’t wanna go over and rock the

boat at an agency that maybe one day I'll work for and maybe this guy will be on my hiring panel so like I like to kind of keep myself."

Officer Diedesch said, *"I don't wanna be rude to someone that I perceive as a position of authority over me. I'm not gonna like be like don't talk to me because like he's got the brass you know like you've gotta have some level of respect even if he's not my brass like."*

Officer Didesch stated she was concerned that Lieutenant Bainbridge may have future adverse effects on her career, and she was not straightforward and blunt with him in regards to telling him to stop messaging her because of this reason.

Officer Diedesch advised she believed Lieutenant Bainbridge was using his affiliation with a Jiu-Jitsu gym to initiate conversations with females, and subsequently begins sending inappropriate comments or messages.

Lieutenant Shivers asked Officer Diedesch how the whole situation made her feel, at which time she replied, *"I hate that. I don't know, like it's I feel like it doesn't matter that I'm a female, like anybody that it wouldn't matter if he was doing it to a guy, like if you repeatedly give someone attention they're making it very clear they're not interested in it like leave them alone. You know, like if I keep reaching out to somebody, even platonically, and there's very blatant implications that this was not platonic, or at least on his end, but I kept reaching out to my friend and being like lets hang out, and they're like nah, lets hang out, nah, lets hang out, left on red. Like maybe they don't wanna see me and so when he keeps you know, send me pictures of you, send me pictures of your face, you're so cute, you're so pretty, I want you to be my dirty little secret. And I'm not replying, like get the hint. I'm not interested in you and I'm too, I'm sorry chicken shit on my end to say something....But like oh god that's on camera now....But like ugh, it just made me feel uncomfortable. Like I shouldn't have to tell you that I'm uncomfortable for you to see that I'm uncomfortable, because I'm not replying to you and I'm leaving you on red and I'm giving you one word responses like I don't want this attention from you. I don't, this is unwanted, like there's no indication that I'm interested in this conversation at all."*

Officer Diedesch advised from the first moment she met Lieutenant Bainbridge for the first time to the time he sent her a message asking her to be his "dirty little secret" was less than six hours.

AVL Data

During the initial stages of the investigation, Lieutenant Shivers reviewed Lieutenant Bainbridge's AVL between the dates of August 1, 2020 through April 22, 2021, to corroborate the statements made by Sergeant Barnes and Deputy Matusick that Lieutenant Bainbridge was meeting with Deputy Baldwin or the unknown Daytona Beach Shores officer.

Lieutenant Shivers observed many of the days Lieutenant Bainbridge worked, he was assigned as the Eastside Watch Commander, and his primary area of responsibility was the District Three areas until 0300 in the morning. This is due to the scheduling of Lieutenant Donaldson Taylor, who works a modified work schedule and assigned solely as the Westside Watch Commander when he was working.

During the review, Lieutenant Shivers observed Lieutenant Bainbridge spent the majority of his time on the west side of the county; specifically District Two area (DeLand), regardless of his Watch Commander assignment for the shift.

The following is a list of dates Lieutenant Bainbridge worked between August 1, 2020 through April 22, 2021, and details in which capacity he was assigned (Eastside or County Watch Commander) –

August 5, 2020 - County
August 6, 2020 - County
August 10, 2020 - County
August 11, 2020 - County
August 14, 2020 - County
August 15, 2020 - County
August 16, 2020 - County

August 19, 2020 - County
August 20, 2020 - County
August 24, 2020 - County
August 25, 2020 - County
August 28, 2020 - County
August 29, 2020 - County
August 30, 2020 - County

September 2, 2020 - County
September 3, 2020 - County
September 8, 2020 - County
September 11, 2020 - County
September 12, 2020 - County
September 13, 2020 - County
September 16, 2020 - County
September 17, 2020 - County

September 21, 2020 - County
September 22, 2020 - County
September 23, 2020 - Eastside
September 25, 2020 - County
September 26, 2020 - County
September 27, 2020 - County
September 30, 2020 - County

October 1, 2020 - County
October 5, 2020 - County
October 6, 2020 - County
October 9, 2020 - County
October 10, 2020 - County

October 11, 2020 - County
October 14, 2020 - County
October 15, 2020 - County
October 28, 2020 - Eastside
October 30, 2020 - Eastside

November 2, 2020 - County
November 7, 2020 - County
November 9, 2020 - County
November 11, 2020 - Eastside

November 12, 2020 - Eastside
November 13, 2020 - Eastside
November 16, 2020 - Eastside
November 18, 2020 - Eastside

November 20, 2020 - County
November 21, 2020 - County
November 22, 2020 - County

November 25, 2020 - County
November 26, 2020 - County
November 30, 2020 - County

December 1, 2020 - County
December 2, 2020 - Eastside
December 10, 2020 - County
December 14, 2020 - County
December 15, 2020 - County

December 18, 2020 - County
December 19, 2020 - County
December 20, 2020 - County
December 28, 2020 - County
December 29, 2020 - Eastside

January 1, 2021 - Eastside
January 2, 2021 - Eastside
January 3, 2021 - County
January 6, 2021 - Eastside
January 11, 2021 - County
January 12, 2021 - Eastside
January 15, 2021 - Eastside

January 16, 2021 - Eastside
January 17, 2021 - County
January 25, 2021 - County
January 26, 2021 - Eastside
January 29, 2021 - Eastside
January 30, 2021 - County
January 31, 2021 - County

February 4, 2021 - County
February 8, 2021 - County
February 9, 2021 - Eastside
February 12, 2021 - County
February 13, 2021 - County
February 14, 2021 - County

February 17, 2021 - Eastside
February 18, 2021 - Eastside
February 22, 2021 - County
February 23, 2021 - Eastside
February 27, 2021 - Eastside
February 28, 2021 - County

March 3, 2021 - Eastside
March 4, 2021 - Eastside
March 8, 2021 - County
March 9, 2021 - Eastside
March 12, 2021 - Eastside
March 13, 2021 - Eastside
March 14, 2021 - County

March 17, 2021 - Eastside
March 22, 2021 - County
March 26, 2021 - Eastside
March 27, 2021 - County
March 28, 2021 - County
March 31, 2021 - Eastside

April 5, 2021 - County
April 6, 2021 - Eastside
April 8, 2021 - Eastside
April 11, 2021 - County

April 14, 2021 - Eastside
April 19, 2021 County
April 20, 2021 Eastside

While reviewing Lieutenant Bainbridge's AVL data, Lieutenant Shivers retrieved the Watch Commander significant events emails sent by Lieutenant Bainbridge while assigned as a Watch

Commander between the dates of August 1, 2020 – April 22, 2021. Lieutenant Shivers reviewed the emails to determine if Lieutenant Bainbridge detailed any significant events that occurred on the Eastside of the county while he was on-duty. Lieutenant Shivers observed Lieutenant Bainbridge included the following significant events in his emails –

September 8, 2020 – Shooting call in District 3S.

October 6, 2020 – Fleeing driver/stop-stick deployment in District 3N (OBPD stop-sticked the vehicle). The vehicle was determined to have been involved in vehicle burglaries in District Two area, and VSO detectives responded.

November 12, 2020 – Overdose death in District 3N.

November 26, 2020 – Suicide by gunshot in District 3N.

December 19, 2020 – Overdose death in District 3N.

December 20, 2020 – Fleeing driver/stop-stick deployment in District 3S.

December 29, 2020 – Deputy involved pursuit resulting in a traffic fatality in District 3N.

January 6, 2021 – Deputy Response to Resistance/Taser deployment in District 3N.

February 8, 2021 – Prisoner cut himself in District 3N holding cell.

February 18, 2021 – Missing Person/Human trafficking arrest in District 3S.

February 22, 2021 – Home invasion call in District 3N.

February 28, 2021 – “Swatting” event and unrelated shooting call in District 3N.

March 3, 2021 – Home invasion in District 3N.

March 12, 2021 – Fleeing driver/Hit & Run involving a deputy in District 3S.

March 26, 2021 – Person shot call in District 3N.

April 6, 2021 – Deceased person located at a transient camp in District 3N.

April 8, 2021 – Aircraft emergency in District 3S.

April 11, 2021 – Missing elderly persons (boaters) in District 3S.

April 14, 2021 – Deputy was struck by a vehicle on a traffic stop in District 3S.

Of the nineteen (19) significant events detailed above, Lieutenant Bainbridge only responded to the four (4) listed below –

October 6, 2020 – Lieutenant Bainbridge responded to the intersection of Imperial Drive/3rd Street in Daytona Beach where the fleeing vehicle stopped and the occupants detained. Lieutenant Bainbridge was at the scene for fourteen minutes, and returned to the Westside of the county. VSO detectives responded in this call.

December 29, 2020 – Lieutenant Bainbridge responded to the area of I-95/I-4 where a vehicle pursued by deputies crashed into another unrelated vehicle. Lieutenant Bainbridge was at the scene for several hours.

February 22, 2021 – Lieutenant Bainbridge responded to a home invasion call on Espanola Avenue in Ormond Beach, and was on scene for approximately an hour. VSO detectives and crime scene responded.

March 26, 2021 – Lieutenant Bainbridge responded to a person shot call in the area of West International Speedway Boulevard in Daytona Beach where a homeowner fired a gunshot towards a male and female attempting to break into his residence. Lieutenant Bainbridge was at the scene for approximately one hour. VSO detectives and crime scene responded.

Of the nineteen (19) significant events detailed in the Watch Commander significant events emails authored by Lieutenant Bainbridge, Lieutenant Bainbridge was the Eastside Watch Commander for the following ten (10) of the nineteen (19) incidents –

November 12, 2020 – Overdose death in District 3N.

December 29, 2020 – Pursuit resulting in a traffic fatality in District 3N.

January 6, 2021 – Deputy Response to Resistance/Taser deployment in District 3N.

February 18, 2021 – Missing Person/Human trafficking arrest in District 3S.

March 3, 2021 – Home invasion in District 3N.

March 12, 2021 – Fleeing driver/Hit & Run involving a deputy in District 3S.

March 26, 2021 – Person shot call in District 3N.

April 6, 2021 – Deceased person located at a transient camp in District 3N.

April 8, 2021 – Aircraft emergency in District 3S.

April 14, 2021 – Deputy was struck by a vehicle on a traffic stop in District 3S.

Of the ten (10) incidents that occurred while Lieutenant Bainbridge was the Eastside Watch Commander, Lieutenant Bainbridge only responded to two (2) –

December 29, 2020 – Lieutenant Bainbridge responded to the area of I-95/I-4 where a vehicle pursued by deputies crashed into another unrelated vehicle. Lieutenant Bainbridge was at the scene for several hours.

March 26, 2021 – Lieutenant Bainbridge responded to a person shot call in the area of West International Speedway Boulevard in Daytona Beach where a homeowner fired a gunshot towards a male and female attempting to break into his residence. Lieutenant Bainbridge was at the scene for approximately one hour. VSO detectives and crime scene responded.

Additionally, while reviewing Lieutenant Bainbridge's AVL data, Lieutenant Shivers observed Lieutenant Bainbridge did not actually go to an Eastside district office (District Three North or South) until September 8, 2020. On this date, Lieutenant Bainbridge's vehicle was at District Three North (Ormond Beach) from 1833 hours to 1839 hours (approximately six minutes).

Lieutenant Bainbridge did not go to an Eastside District again until November 12, 2020. On this date, Lieutenant Bainbridge's vehicle was at District Three North from 0115 hours to 0147 hours.

Lieutenant Bainbridge did not go to District Three South (New Smyrna Beach) until November 13, 2020. On this date, Lieutenant Bainbridge's vehicle was at District Three South from 0049 hours to 0229 hours.

Between the dates of August 1, 2020 - November 13, 2020, Lieutenant Bainbridge worked on-duty as the Watch Commander for forty-five (45) shifts.

Of the forty-five (45) on-duty shifts, Lieutenant Bainbridge was assigned specifically as the Eastside Watch Commander for six (6) of them –

September 23, 2020
October 28, 2020
October 30, 2020

November 11, 2020
November 12, 2020
November 13, 2020

Between the dates of November 16, 2020 – April 22, 2021, Lieutenant Bainbridge worked on-duty as the Watch Commander for sixty-four (64) shifts.

Of the sixty-four (64) shifts, Lieutenant Bainbridge was assigned specifically as the Eastside Watch Commander for twenty-nine (29) of them –

November 16, 2020
November 18, 2020
December 2, 2020
December 29, 2020
January 1, 2021
January 2, 2021
January 6, 2021
January 12, 2021
January 15, 2021
January 16, 2021
January 26, 2021
January 29, 2021
February 9, 2021
February 17, 2021
February 18, 2021

February 23, 2021
February 27, 2021
March 3, 2021
March 4, 2021
March 9, 2021
March 12, 2021
March 13, 2021
March 17, 2021
March 26, 2021
March 31, 2021
April 6, 2021
April 8, 2021
April 14, 2021
April 20, 2021

Of the twenty-nine (29) shifts Lieutenant Bainbridge was the Eastside Watch Commander, he only actually traveled to the Eastside of the county nine (9) times – not including driving to Chipotle in Daytona Beach, VSO Central Communications center, VSO Stephen Saboda Training Center, or County of Volusia Vehicle Maintenance facility on Indian Lake Road in Daytona Beach. Of the nine (9) times Lieutenant Bainbridge traveled Eastside, four (4) were responding to actual calls for service –

November 18, 2020 – District Three – North (Ormond Beach)
November 21, 2020 – Fleeing driver call in New Smyrna Beach
December 29, 2020 – Pursuit resulting in a traffic fatality in Daytona Beach
February 4, 2021 – Stationary at a private residence on Little Town Road in Port Orange
February 22, 2021 – Home invasion call in Holly Hill
March 27, 2021 – Person shot call in Daytona Beach
March 28, 2021 – Stationary at “Fight Sports Daytona Beach”

April 8, 2021 – Stationary in Daytona Beach Shores (two locations)
April 20, 2021 – Stationary at Buc-ee’s in Daytona Beach

Lieutenant Bainbridge’s AVL was not shown responding to, or being stationary at either District Three office for any of the sixty-one (61) shifts following the aforementioned visit to District Three North on November 18, 2020.

Between August 1, 2020 and April 22, 2021, Lieutenant Bainbridge’s AVL was stationary at the following district offices for the below times –

District Two – 85.2 hours (5114 minutes)
District Four – 7.8 hours (470 minutes)
District Three North – 1.2 hours (72 minutes)
District Three South – 2.81 hours (169 minutes)
District Six – 46.4 hours (2784 minutes)

Between August 1, 2020 and April 22, 2021, it was also observed Lieutenant Bainbridge was stationary for a significant amount of time at private residences while on-duty, to include his personal home address. Below is a summary of the most frequented places and total time he was stationary –

Lieutenant Bainbridge’s Personal Residence – 70.61 hours (4237 minutes)
Salvadore Street, DeLand (Private Residence) – 64.21 hours (3853 minutes)
VSO Central Communications Center – 36.01 hours (2,161 minutes)
County of Volusia Vehicle Maintenance – 14.01 hours (841 minutes)
VSO Stephen Saboda Training Center – 9.6 hours (576 minutes)

It should be noted, the Salvadore Street address was identified as Lieutenant Bainbridge’s then girlfriend/fiancé’s private residence. Additionally, the County of Volusia Vehicle Maintenance area was closed during the times Lieutenant Bainbridge was stationary at the facility.

Interview with Sergeant Ben Ruiz

On May 6, 2021, at 0855 hours, Lieutenant Shivers and Sergeant Cobb conducted a sworn interview with Sergeant Ben Ruiz at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Sergeant Ben Ruiz advised he has been assigned to Bravo Shift in District Three – North for several months. Sergeant Ruiz advised he has had contact with Lieutenant Bainbridge throughout his tenure as a nightshift sergeant; however, cannot recall Lieutenant Bainbridge being present for any briefings or at the district office while he was present.

Sergeant Ruiz advised he contacted Lieutenant Bainbridge via telephone on several occasions to notify him of calls; however, can only remember him responding to a shooting call at a Motel 6 in Daytona Beach.

Sergeant Ruiz advised he appreciated the fact that Lieutenant Bainbridge was not on the Eastside much, as he saw it as a *“sign of trust and I know what I’m doing.”* Sergeant Ruiz advised Lieutenant Bainbridge was always available when he called and whenever he felt a Watch Commander should have responded to a call, Lieutenant Bainbridge did.

Sergeant Ruiz advised he did not have any further information to provide.

Interview with Sergeant Austin Hairston

On May 7, 2021, at 0921 hours, Lieutenant Shivers and Sergeant Cobb conducted a sworn interview with Sergeant Austin Hairston at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Sergeant Hairston advised he is assigned to Bravo Shift in District Three – South, and has been for several months. Sergeant Hairston advised he has had contact with Lieutenant Bainbridge, by way of *“A couple phone calls and I think I’ve met with him twice.”*

Sergeant Hairston advised Lieutenant Bainbridge never came to his district during briefings, nor has he ever been to the District Three – South office that he was aware of. Sergeant Hairston also advised he does not recall Lieutenant Bainbridge responding to any calls for service while he was on nightshift (January – May 2021).

Sergeant Hairston further explained that he expected Lieutenant Bainbridge to respond to certain calls for service; however, he observed Lieutenant Bainbridge did not. Sergeant Hairston detailed an incident where Deputy Liles was struck by a vehicle, and he called Lieutenant Bainbridge but Lieutenant Bainbridge did not respond to the scene. Sergeant Hairston advised he expected a Watch Commander to respond to a call where a deputy was struck by a vehicle, but he was not offended that he did not.

Sergeant Hairston advised he did not believe Lieutenant Bainbridge was conducting himself improperly as a Watch Commander, stating, *“I don’t have an issue with the way he was doing things. Which I contributed to having faith in his sergeants. So yeah I didn’t have any issues.”*

However, Sergeant Hairston advised he believed a Watch Commander should be at least attending briefings or be present in the district area occasionally, which Lieutenant Bainbridge had not.

Sergeant Hairston advised he did not have any further information to provide.

Interview with Sergeant Jayson Paul

On May 7, 2021, at 1023 hours, Lieutenant Shivers and Sergeant Cobb conducted a sworn interview with Sergeant Jayson Paul at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Sergeant Paul advised he is assigned to Bravo Shift in District Six, and has been for the past several months. Sergeant Paul was asked if he interacted with Lieutenant Bainbridge, at which time he stated he had.

Sergeant Paul advised he would contact Lieutenant Bainbridge when Lieutenant Don Taylor was off to notify him in regards to calls for service, and he would see him at the District Six office. When asked what Lieutenant Bainbridge would be doing at the District Six office, Sergeant Paul advised, *"I've seen him there several times eating. He usually eats dinner and close to the, I guess close to the end of his shift I think he gets off at like 5am or somewhere around there. It's usually between 3 and 4 that I will see him, he'll come and eat his food, chit chat for a little while and then, and that's about it."*

Sergeant Paul advised Lieutenant Shivers that Lieutenant Bainbridge would not participate in briefings, training scenarios or anything; he would mainly be at the District Six office *"usually just BS'ing watching TV and eating dinner."*

Sergeant Paul also explained that Lieutenant Bainbridge did not routinely respond to calls in the district or back-up deputies.

Sergeant Paul advised he did not have any further information to provide.

Interview with Sergeant Andrew Calkins

On May 7, 2021, at 1033 hours, Lieutenant Shivers and Sergeant Cobb conducted a sworn interview with Sergeant Andrew Calkins at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Sergeant Calkins advised he is assigned to Bravo Shift in District Four, and has been for the past several months. Sergeant Calkins was asked if he interacted with Lieutenant Bainbridge, at which time he stated he had. Sergeant Calkins explained that he contacted Lieutenant Bainbridge on

several occasions to notify him of significant events that occurred in Deltona, and that Lieutenant Bainbridge responded to at least two incidents.

Sergeant Calkins advised Lieutenant Bainbridge had not participated in briefings or training with his shift, and he can only recall Lieutenant Bainbridge actually being in the district area *“a handful of times.”*

Sergeant Calkins advised he did not have any further information to provide.

Interview with Sergeant Ben Gordon

On May 7, 2021, at 1033 hours, Lieutenant Shivers and Sergeant Cobb conducted a sworn interview with Sergeant Ben Gordon at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Sergeant Gordon advised he is assigned to Bravo Shift in District Four, and has been for the past several months. Sergeant Gordon was asked if he interacted with Lieutenant Bainbridge, at which time he stated he had.

Sergeant Gordon explained he had seen Lieutenant Bainbridge in the district area, *“I think one time he was there for briefing one time I think when Don Taylor wasn’t working. Sometimes he comes in after because I think Don Taylor sometimes goes home early so Bainbridge would come by sometimes after Don Taylor left just to say hey what’s up make sure we’re good make sure, just checking on us see what’s going on type thing.”*

Sergeant Gordon advised he believed Lieutenant Bainbridge attended one briefing over the four-month rotation on night shift that he can remember.

Sergeant Gordon advised Lieutenant Bainbridge was in the district area *“...maybe like five or six [times] with calls and stuff too.”* Sergeant Gordon advised he also notified Lieutenant Bainbridge of significant events within the district with no issues to report.

Sergeant Gordon advised he had no further information to provide.

Interview with Captain Erik Eagan

On May 10, 2021, at 0900 hours, Lieutenant Shivers conducted a sworn interview with Captain Erik Eagan at the TCK Administrative Office in DeLand. Below is a summary of the interview:

Captain Eagan advised he was assigned as the Executive Officer between July 2020 through April 2021. He explained the Executive Officer is the direct supervisor of the Watch Commanders.

Captain Eagan was asked if he provided any specific instruction to Lieutenant Bainbridge as to what his job duties were when he was assigned in August 2020, at which time Captain Eagan stated, *“Yes sir. Yeah I actually there’s a form that I provide to each Watch Commander when they’re assigned and if there’s any changes which there were a couple minor changes I sent them a new copy but it was specific reporting and when Watch Commanders are required to do supervisor reporting of Blue Teams when sergeants are involved in incidents.”*

Captain Eagan stated there were expectations of Watch Commanders that were not specifically on the aforementioned form that he addressed with Lieutenant Bainbridge. Captain Eagan stated, *“Yes so we have a modified schedule. Normally we have an Eastside and a Westside Watch Commander when we have all four positions filled, but unfortunately the staffing we only had three assigned after he was assigned a Watch Commander in August. So therefore I had him and Lt. Eric Powers, who was assigned in September, he, the two of them, Lt. Powers and Lt. Bainbridge worked the east side when Lt. Don Taylor was working. Lt. Taylor worked the west side, he was the swing shift, he worked Tuesday through Saturday and then I’m trying to think...Monday through Thursday. But, he basically worked a modified schedule and a modified shift. If Lt. Taylor was not working then the Watch Commanders were all county Watch Commanders not just east side and west side.”*

Captain Eagan confirmed when Lieutenant Don Taylor was not working the on-duty Watch Commander is responsible for the whole county.

Lieutenant Shivers asked Captain Eagan if he ever looked at Lieutenant Bainbridge’s AVL data, or noticed any times where he was not where he was supposed to be while Lieutenant Taylor was working, at which time Captain Eagan stated, *“No. The Watch Commanders are in a trusted position and therefore I didn’t see a need to micromanage and check up on them. There was an instance in October of last year when I did look at Lt. Bainbridge’s AVL in regard to an allegation I had against him and I didn’t, I don’t recall any anomalies with his AVL but the allegation was unfounded so I didn’t even discuss the matter with him.”*

Captain Eagan further explained in regards to the Watch Commander being an entrusted position within the Volusia Sheriff’s Office, *“Well basically you’re middle management. The Watch Commander position is a highly trusted position where basically you’re in charge of the county for law enforcement operations and you make decisions for the Sheriff and the command staff when you’re on duty.”*

Lieutenant Shivers stated, *“So ultimately with that level of trust you should be doing what you’re supposed to be doing without somebody having to come behind you and supervise you every five minutes correct?”* at which time Captain Eagan responded, *“Correct. Yeah it’s not like it’s a brand new deputy. Not to mention Lt. Bainbridge had served in that role prior too. I don’t know his exact length of time but he’d been a lieutenant for a couple of years so.”*

Lieutenant Shivers asked Captain Eagan if he ever had any discussions with Lieutenant Bainbridge in regards to response to calls for service or lack thereof, at which time Captain Eagan stated he had. Captain Eagan stated, *“I knew that I did have some conversation with him and I did document the counseling, but there were some initial growing pains when he was first reassigned where I had to clarify some expectations that were already in the, the duties and responsibilities of the Watch Commander that I provided to him and the other Watch Commanders. One incident in particular was a death notification out at the jail. Something that happened, the call started before 5:00, he got off at 5, listened to the call for about 15 minutes on the radio but never made a notification and there was some disagreement over what a medical term meant and he didn’t I just chalked it up to ignorance but he didn’t know what a code was. Code means that you’re working CPR on an inmate and something like that is a required notification and we didn’t find out about it for a couple hours.”*

Captain Eagan advised he had no further information to provide.

Lieutenant Bainbridge’s Personnel File Review

Lieutenant Shivers reviewed Lieutenant Bainbridge’s personnel file, and observed Lieutenant Bainbridge completed a “Workplace Harassment and Discrimination Policy Review” form for the past several years. It was observed Lieutenant Bainbridge completed and signed one on September 5, 2009, April 9, 2010, March 1, 2011, March 3, 2013, February 21, 2013, January 5, 2014, December 23, 2014, June 23, 2015, February 5, 2016, December 19, 2016, April 4, 2018, July 2, 2019, and May 7, 2020.

It was observed on all forms completed by Lieutenant Bainbridge, Lieutenant Bainbridge signed the form, which stated, *“After reviewing Directive 22.10 with you, I am required to ask you the following questions,”* and answered & initialed the following questions in the following manner –

1. *“Do you understand this policy?”* (Lieutenant Bainbridge answered yes and initialed)
2. *“Do you have any questions about this policy?”* (Lieutenant Bainbridge answered no and initialed)
3. *“Do you know how to file a complaint should you ever have a problem with harassment, or if you see inappropriate behaviors at work?”* (Lieutenant Bainbridge answered yes and initialed)

4. "Are you aware of any behaviors going on either in our workplace or outside the workplace that may impact the workplace that are inconsistent with this policy?"
Lieutenant Bainbridge answered no and initialed)

It should be noted, past Volusia Sheriff's Office Standards & Directives 22.10 details, in part -

"Sexual harassment and same sex harassment is unsolicited, offensive behavior involving sexual overtures or conduct, either verbal or physical. It does not refer to the occasional comments of a socially acceptable nature, but refers to behavior that is unwelcome, personally offensive, lowers morale, and/or disrupts the working environment.

EEOC guidelines define sexual harassment in the workplace as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when any of the following occurs:

*Submission to such conduct is made either explicitly or implicitly a condition of employment
Submission to, or rejection of, such conduct by an individual is used as a basis for employment decisions affecting the individual.*

Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

The following are examples of behaviors that can create a hostile environment if they are unwanted or uninvited:

- *Off color jokes or teasing*
- *Comments about body parts or sex life*
- *Suggestive pictures, posters, calendars or cartoons*
- *Leering, stares or gestures*
- *Repeated requests for dates*
- *Excessive attention in the form of love letters, telephone calls or gifts*
- *Touching -- brushes, pats, hugs, shoulder rubs or pinches*
- *Such conduct offends a person other than the person to whom the sexual conduct is directed.*

It is important to note that conduct may be offensive to people who happen to overhear or see the behavior, even if it was not directed at them. Employees and supervisors must be vigilant to prevent these situations which may be witnessed by third parties, even if no complaint is made.

22.10.3 *Employees and other individuals shall not engage in the following conduct:*

Creating a sexually harassing environment by such actions as offensive sexual flirtations, advances, propositions, verbal abuse of a sexual nature, displays of sexually graphic material, graphic verbal commentaries about an individual's body, sexually degrading words, remarks

concerning sexual preference, or such other sexually offensive conduct that has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Exhibiting any other behavior that falls within the definitions of sexual harassment and discrimination as previously described."

Additionally, on December 9, 2020, Lieutenant Bainbridge reviewed "PU 20-07: New General Order Manual" via Volusia Sheriff's Office's Training Application - TargetSolutions, and manually checked the box indicating he acknowledged the following:

"EFFECTIVE JANUARY 05, 2021 Review and Submit. I acknowledge receipt of the general orders in this policy update training. I agree to read and understand each general order in this policy update training, and I acknowledge that I will be held accountable for complying with the policies and procedures. If I do not understand any portion of the general orders in this policy update training, I will immediately contact my supervisor for clarification.

I acknowledge that a copy of the below listed general orders is available at my worksite and I agree to read and understand each general order within 30 days. I recognize that it is my responsibility to ensure that I stay apprised of policy and procedure through the agency's on-line general order system to include any electronically issued revision notices. If I do not understand any portion of a general order, I will immediately contact my supervisor for clarification."

Within the aforementioned PU 20-07: New General Order Manual acknowledged by Lieutenant Bainbridge, General Order GO-022-10 Workplace Harassment and Discrimination was present within. General Order GO-022-10 states, in part –

"II. Discussion

All employees, regardless of their positions, are covered by and are expected to comply with this policy and to take appropriate measures to ensure that prohibited conduct does not occur. Appropriate disciplinary action will be taken against any employee who violates this policy. Based on the seriousness of the offense, disciplinary action may include verbal or written reprimand, suspension, demotion, or termination of employment."

It also states –

"E. SEXUAL HARASSMENT

1. Sexual harassment is a form of unlawful employment discrimination under Title VII of the Civil Rights Act of 1964 and is prohibited under VSO anti-harassment policy. According to the Equal Employment Opportunity Commission (EEOC), sexual harassment is defined as "unwelcome

sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature ... when ... submission to or rejection of such conduct is used as the basis for employment decisions ... or such conduct has the purpose or effect of ... creating an intimidating, hostile or offensive working environment."

2. Sexual harassment occurs when unsolicited and unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature:

- Is made explicitly or implicitly a term or condition of employment.*
- Is used as a basis for an employment decision.*
- Unreasonably interferes with an employee's work performance or creates an intimidating, hostile or otherwise offensive environment.*

3. Sexual harassment may take different forms. The following examples of sexual harassment are intended to be guidelines and are not exclusive when determining whether there has been a violation of this policy:

- Verbal sexual harassment includes innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and threats; requests for any type of sexual favor (this includes repeated, unwelcome requests for dates); and verbal abuse or "kidding" that is oriented toward a prohibitive form of harassment, including that which is sexual in nature and unwelcome.*
- Nonverbal sexual harassment includes the distribution, display or discussion of any written or graphic material, including calendars, posters and cartoons that are sexually suggestive or show hostility toward an individual or group because of sex; suggestive or insulting sounds; leering; staring; whistling; obscene gestures; content in letters, notes, facsimiles, e-mails, photos, text messages, tweets and Internet postings; or other forms of communication that are sexual in nature and offensive.*
- Physical sexual harassment includes unwelcome, unwanted physical contact, including touching, tickling, pinching, patting, brushing up against, hugging, cornering, kissing, fondling, and forced sexual intercourse or assault."*

Lieutenant Shivers also reviewed terminal-to-terminal messages sent to/from Lieutenant Bainbridge's Volusia Sheriff's Office issued MDC through CAD from between August 1, 2020 – April 22, 2021. Additionally, Lieutenant Shivers reviewed Lieutenant Bainbridge's Volusia Sheriff's Office issued MDC internet browsing history for the same timeframe. Lieutenant Shivers did not observe any notable items on either platform.

On May 21, 2021, Lieutenant Bainbridge resigned his position as a Volusia Sheriff's Office Deputy.

Between June 7, 2021 and June 9, 2021, Lieutenant Shivers contacted Lieutenant Bainbridge several times via email in attempt to schedule an interview with him in regards to this internal investigation. On June 9, 2021, Lieutenant Bainbridge stated he did not wish to schedule or participate in an interview.

Pursuant to Section 943.1395(5) Florida Statutes and Rule 11B-27-003(1) an employing agency must conduct and conclude an investigation when having cause to suspect that an officer employed by them has violated Sections 943.13(4) or (7) Florida Statutes or Rule 11B-27-0011(4) Florida Administrative Code [moral character violation]. Based on this law, Lieutenant Shivers continued his investigation and subsequently presented the facts to the Sheriff and his staff.

On June 22, 2021, this investigation was presented to the Sheriff and his staff. After careful review, the Sheriff determined the violation of the below listed Volusia Sheriff's Office General Orders to be:

GO-026-02.IV.C.5.a – Leaving Assigned Work Area	Sustained
GO-026-02.IV.C.5.f – Inattention to Duties, Loafing, Sleeping	Sustained
GO-026-02.IV.C.5.g – Failure to Follow General Order, Standard Operation Procedure, or Order	Sustained
GO-026-02.IV.D.2.h – Harassment	Sustained
GO-026-02.IV.D.2.i – Sexual Harassment	Sustained
GO-026-02.IV.E.2.d – Compliance with Direct Order of a Superior or Competent Authority	Sustained

EXHIBITS:

- A. Report of Investigation
- B. Official Correspondence
- C. Supervisor Inquiry SI-21-028
- D. CAD Call/Unit Histories
- E. Emailed Daily Activity Logs (Watch Commander Logs)
- F. Workplace Harassment Forms & Directives/General Orders
- G. Watch Commander Duties
- H. AVL Data from April 7, 2021
- I. Transcript of Interview with Deputy Aleece Baldwin
- J. Transcript of Interview with Sergeant David Barnes
- K. Transcript of Interview with Sergeant Andrew Calkins
- L. Transcript of Interview with Deputy Kyle Cowger
- M. Transcript of Interviews with Deputy Brittany Crofutt
- N. Transcript of Interview with Deputy Kaelin Darcy
- O. Transcript of Interview with Officer Laura Diedesch
- P. Transcript of Interview with Captain Erik Eagan
- Q. Transcript of Interview with Aimee Gamble
- R. Transcript of Interview with Sergeant Ben Gordon
- S. Transcript of Interview with Sergeant Austin Hairston
- T. Transcript of Interview with Latent Print Examiner Kristina Kent
- U. Transcript of Interview with Deputy Lindsey Matusick
- V. Transcript of Interview with Sergeant Amy Ort
- W. Transcript of Interview with Sergeant Jayson Paul
- X. Transcript of Interview with Sergeant Ben Ruiz
- Y. Transcript of Interview with Deputy Tyler St. John
- Z. Transcript of Interview with Sergeant Katie Teske
- AA. Transcript of Interview with Deputy Recruit Stephen Woodin
- BB. Digital Evidence

WITNESSES:

Volusia Sheriff's Office
123 West Indiana Avenue
DeLand, FL 32724
(386) 736-5961

Captain Erik Eagan, Sergeant David Barnes, Sergeant Andrew Calkins, Sergeant Ben Gordon,
Sergeant Austin Hairston, Sergeant Amy Ort, Sergeant Jayson Paul, Sergeant Ben Ruiz, Deputy
Alece Baldwin, Deputy Kyle Cowger Deputy Brittany Crofutt, Deputy Kaelin Darcy, Deputy

Recruit Stephen Woodin

Daytona Beach Shores Public Safety Department
3050 South Atlantic Avenue
Daytona Beach Shores, FL 32118
(386) 763-5321


Officer Laura Diedesch

New Smyrna Beach Police Department
246 Industrial Park Avenue
New Smyrna Beach, FL 32168

Detective Brittany Olsen

Civilian Witnesses

Aimee Gamble


DeLand, FL 32720

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true to the best of my knowledge and belief.

AND

I, the undersigned, do hereby swear, under the penalty of perjury, that, to the best of my personal knowledge, information, and belief, I have not knowingly or willfully deprived, or allowed another to deprive, the suspect of the investigation of any rights contained in ss. 112.532 and 112.533, Florida Statutes.

DETECTIVE: [Signature] DATE: 07/06/2021
Lieutenant Daniel Shivers
Internal Affairs Lieutenant

STATE OF FLORIDA
COUNTY OF VOLUSIA

Sworn to (or affirmed) and subscribed before me by means of physical presence or online Notarization this 6th day of July, 2021 by Lieutenant Daniel Shivers

[Signature]

SIGNATURE OF NOTARY PUBLIC STATE OF FLORIDA



PRINT, TYPE, OR STAMP COMMISSIONED NAME OF NOTARY PUBLIC

PERSONALLY KNOWN OR PRODUCED IDENTIFICATION

TYPE OF IDENTIFICATION PRODUCED

APPROVED BY: [Signature] # 2267 DATE: 07-06-2021
CHIEF DEPUTY JOSEPH GALLAGHER
VOLUSIA COUNTY, FLORIDA