



MEMORANDUM

TO: RICHARD MCGUIRE, EXECUTIVE DIRECTOR

FROM: NICOLE GUIDRY, ASSISTANT DIRECTOR *ng*

DATE: JANUARY 9, 2026

RE: INTERNAL INVESTIGATIONS SUMMARY FOR 2025
 (1.4.11)



Pursuant to Division 1 Section 6.5 (I) of the District's Human Resources Manual, this memo will serve as our yearly statistical report on Organizational Integrity Investigations.

Year	Unfounded	Exonerated	Inconclusive	Sustained
2013	1	0	0	3
2014	1	0	2	2
2015	0	0	1	0
2016	1	0	0	0
2017	0	0	0	1
2018	0	0	0	1
2019	0	0	1	1
2020	1	0	0	1
2021	1	0	0	2
2022	1	0	0	0
2023	0	0	0	1
2024	0	0	0	2
2025	0	1	0	1



In accordance with CALEA Standard 1.4.11, the Communications District investigated two internal complaints during 2025 in accordance with established policies and accreditation requirements.

The first complaint was submitted by an employee alleging that a political slur ("Let's Go Brandon") had been written in the call center, in violation of District Policy I.5.8 (Political Activity). Multiple employees were interviewed during the investigation, and the complaint was ultimately determined to be exonerated.

The second complaint was submitted by the Lake Charles Fire Department regarding a failure to receive notification for a fire-related call. The investigation included interviews with the involved employee, as well as



review of CAD records and recorded phone calls. This complaint was determined to be sustained.

A review of complaints filed in 2025 was conducted to identify any patterns or trends related to program effectiveness, training needs, equipment requirements, or potential policy modifications. No policy changes were deemed necessary. Employees involved in sustained complaints received corrective actions, including additional training and/or reprimands, consistent with District policy and best practices.