

CITY OF SPOKANE ETHICS COMMITTEE

ALEXANDER J. SHOGAN, JR.
Complainant

DAVID CONDON, MAYOR OF
THE CITY OF SPOKANE,
Respondent

)
) REPLY BY COMPLAINANT SHOGAN
) TO RESPONDENT'S MOTION TO
) DISMISS COMPLAINANT'S
) AMENDED ETHICS COMPLAINT
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ALEXANDER J. SHOGAN, JR., Complainant in This Matter,
In Reply to Respondent's Motion To Dismiss His Amended
Complaint states as follows:

A. That Complainant had Conducted an Appropriate Good Faith Inquiry and Investigation before making the Allegations contained in Paragraph D of his Amended Sworn Complaint regarding Carly Cortwright and her Complaint of a Hostile Work Environment created by former SPD Chief Frank Straub. Complainant's Appropriate Good Faith Inquiry and Investigation led to an Article entitled "Cop Culture" on Page 20 in the December 20, 2015 Issue of the INLANDER (see Attached Copy of Page 20 of said Article). In that Article Carly Cortwright and Capt. Brad Arleth said that in executive staff meetings Straub would reference penis-measuring contests when challenged. Furthermore, Cortwright and Arleth said that in August 2013 Straub threatened to demote them after they exchanged a knowing glance and raised eyebrows during another executive meeting.

B. The INLANDER Article goes on to state as follows:

"Cortwright, who had worked fo the police department for more that a decade before she moved to a new job in City Hall two years ago, constantly ly butted heads with Straub over budgetary issues. For her, the culture created under his leadership punished honesty. 'The sexually charged language and behavior created another layer of disrespect' she says. "But the meat of the matter was, 'You know not to say anything or your turn to be degraded was next' "

1 C. It defies logic and reality to believe that Respondent did
2 not know of Cortwright's Complaints against Straub in August, 2013
3 which led to her transfer to a "new job" in City Hall in 2013, since
4 Respondent would have had to **personally Approve the Transfer** of
5 such a **high-level** person as herself (**SPD Executive**) to the "new
6 job". If Respondent had **No** knowledge of the reasons for
Cortwright's Transfer to a Unique Position for her in City Hall
and had No Participation in her Transfer, then he can merely Rebut
Complainant's Reply herein by means of a SWORN AFFIDAVIT Stating
so.

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8 Based on All of the Facts stated above, Respondent's Motion
For Dismissal of my Amended Sworn Complaint must be **DENIED**.

9 DATED at Spokane, Washington, this 19th day of January, 2016

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12 ALEXANDER J. SHOGAN, JR
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Cop Culture

Monique Cotton and others within the Spokane Police Department speak out for the first time, adding to the calls for a cultural audit of the department

BY DANIEL WALTERS AND MITCH RYALS

Monique Cotton didn't want to tell anybody. She says she did her best to handle on her own the constant criticism, hostility, obscenity-laced tirades and "advances" from her boss, former Spokane Police Chief Frank Straub. In several conversations with Straub, she tried to make clear that his advances were unwelcomed, she tells the *Inlander*.

The final straw came in March of this year when, according to recently released public records, Straub profanely blew up at Cotton and several senior officers.

Days later, she was sitting across from Mayor David Condon, telling him about the culture fostered under Straub's regime.

"I was terrified when I came forward," Cotton says. "I retained counsel because I was scared for my safety and for my job. I had seen others transferred, demoted and fired, and I didn't want that to be me."

Despite privately alleging sexual harassment and retaining an attorney, Cotton has not filed a public claim. The reason, she says, is because she's not after money — she just wanted to get away from Straub. She's now speaking about her situation on the record for the first time, after the *Inlander* let her know that other city employees had raised different accusations against Straub, including:

- ▶ That Straub allegedly referred to former police department executive Carly Cortright using the c-word in front of male officers, according to police Capt. Brad Arleth and Lt. Joe Walker.

- ▶ In executive staff meetings, Straub would reference penis-measuring contests when challenged. Then he'd flop his forearm onto the table, Arleth and Cortright say.

- ▶ In August of 2013, Straub threatened to demote Arleth and fire Cortright after they exchanged a knowing glance and raised eyebrows during another executive meeting. If they didn't believe him, call back to Indianapolis, Arleth and Cortright recall Straub saying. Straub then used a vulgarity, referring to a person who performs fellatio, to emphasize how difficult he could be, two say.

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LETTERS

Send comments to editor@inlander.com.

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"The sexually charged language and behavior created another layer of disrespect," she says. "But the meat of the matter was, 'I know not to say anything or your turn to be degraded was next.'"

Straub, through his attorney, Mary Schultz, has denied Cotton's accusations of sexual harassment. But there's one place where Straub and Cotton are united in frustration: There wasn't any kind of formal investigation into Straub's behavior.

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