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AUG 13 2025

CITY CLERK'S OFFICE

CITY OF SPOKANE ETHICS COMMISSION

ETHICS COMPLAINT FORM

A complaint must be in writing, submitted on this form, and it must describe the allegations with sufficient detail to enable both the Commission and the person who is the subject of the complaint to reasonably understand the nature of the complaint. The complaint must also be signed, dated, and filed with the City Clerk's Office, and it must include a statement indicating that, to the best of the person's knowledge, information, and belief formed after reasonable reflection, the information in the complaint is true.

When you have completed this form, submit it to:

Office of the City Clerk
808 W. Spokane Falls Blvd.
Spokane, WA 99201-3342
clerks@spokanecity.org
509.625.6350

****Please be advised that the completed complaint form is a public record pursuant to the Washington State Public Records Act, Chapter 42.56 RCW and will be filed with the City Clerk's Office, posted on the Ethics Commission's website and provided to the person who is the subject of the complaint as well as any other individual making request for a copy of the complaint. The Ethics Commission's review of the complaint will occur in a meeting open to the public. ****

Pursuant to the City of Spokane's Code of Ethics, I am filing a complaint regarding conduct which I believe constitutes a violation of the City's Code of Ethics.

Name, position, and department of person(s) I believe to have violated the Code of Ethics:

Name: Johann Joseph

Position/Title: My311 Customer Service Asisstant

Nature of Code of Ethics violation:

What specific provision of SMC 1.04B.050 do you believe has been violated?
Workplace harassment, bullying, violating ADA Accommodations.

Describe in as much detail as possible the alleged Code of Ethics violation conduct. Attach additional sheets of paper, if necessary. Please include all documentation you believe demonstrates a violation. Your description should include the date, location and frequency of the alleged violation.

My supervisor has been caught multiple times with unfair treatment with aggressive mannerisms. When reported to my director, he now has had forms of communication either documented or a 3rd party has to be present. My recent reviews have had to have involvement with HR and now a union rep because the negative reviews have been fabricated once I was able to review the feedback and compare to the actual work I conducted. Everything is printed out, and documented. These issues have been ongoing since April 2025. We've even spoken to a union rep about the my supervisor

refusing to accommodate time off for a doctor's visit and when HR and the union rep consulted my director about the incident, my director stated that my supervisor acted of his own accord and declined my time off without following standard work process to accommodate doctor's appointments. I also have ADA Accommodations, and I reported to both my Director and HR when my supervisor has violated them.

Names and positions of the persons who may have witnessed the event:

Sasha Hoffman, My311 Supervisor

Heather Sweet, My311 Director

Nicole Farmian, HR

Ryan Couch, HR

Evidence or documentation

Please list any evidence or documentation that would support your allegation of a Code of Ethics violation. Indicate whether you can personally provide that information.

Emailed reviews containing falsified comments to produce failing evaluations, with collaborations with Patti Kendall. Email denying medical appointments, not provided other options to submit a time off request and creating a false criteria making it impossible to submit a request. This was reported to

Heather Sweet and no one responded back to my request to be able to set up a doctor's appointment.

Complainant Declaration

I declare under penalty of perjury of the laws of the State of Washington that to the best of my knowledge, information, and belief formed after reasonable reflection, the information in the complaint is true and correct.


Complainant's Signature

8/13/25
Date

Date and Place (e.g. City, State)

Spokane, WA

Name (please print): Johann Joseph

Address: 1715 S. Hayford Rd #5206, Spokane WA 99224

Phone Number(s): 951.283.5726

E-Mail Address: iamjdjoseph@gmail.com