



COLORADO

**Department of
Natural Resources**

Human Resources Office
1313 Sherman Street, Room 415
Denver, CO 80203

MEMORANDUM

DATE: April 12, 2021

TO: [REDACTED]

FROM: [REDACTED]

SUBJECT: Findings of investigation into your written complaint

Dear [REDACTED]

On January 18, 2021, I received your written complaint and accompanying documents alleging that your supervisor asked you to engage in unethical and/or illegal conduct and that your supervisor was engaged in activities regarding the media and the Colorado Open Records Act that ran counter to CPW's official position and public information.

After a thorough investigation, we found evidence that some of the alleged offenses occurred. I consider this complaint closed, and any disciplinary or corrective action taken as a result of this complaint are part of personnel files and not subject to disclosure under the Colorado Open Records Act. This letter is for your reference and neither your complaint nor this letter will appear in your personnel file unless you request it.

DNR takes all complaints of the alleged offenses seriously. If you feel that you are experiencing harassment, discrimination, or retaliation of any kind as a direct result of this complaint, or in the workplace, please report it immediately to Human Resources so that we can take the appropriate next steps. If you have further questions about this complaint, please contact me.

Sincerely,

[REDACTED]

