



ETHICS DISCLOSURE STATEMENT
CONFLICTS OF INTEREST – DECISIONS AND VOTING
 State Form 55860 (R / 10-15)
 OFFICE OF THE INSPECTOR GENERAL
 IC 4-2-6-9

INDIANA
 STATE ETHICS COMMISSION
 1/3 APR 22 2016
 FILED

In accordance with IC 4-2-6-9, you must file your disclosure with the State Ethics Commission no later than seven (7) days after the conduct that gives rise to the conflict. You must also include a copy of the notification provided to your agency appointing authority and ethics officer when filing this disclosure. This disclosure will be posted on the Inspector General's website.

Name (last) HITE	Name (first) RICHARD	Name (middle)	
Name of office or agency INDIANA CIVIL RIGHTS COMMISSION		Job title EXECUTIVE DIRECTOR	
Address of office (number and street) 100 N. Senate Avenue, N103		City Indianapolis	ZIP code 46204
Office telephone number (317) 232-2600	Office e-mail address (required) rhite@icrc.in.gov		

Describe the conflict of interest:
 Richard A. Hite, was formerly employed by the City of Indianapolis as deputy public safety director and subsequently, he was a
 appointed a chief of police of the Indianapolis Metropolitan Police Department (IMPD). He resigned his appointment as chief effective
 December 31, 2015. He was appointed by Governor Mike Pence as the executive director of the Indiana
 Civil Rights Commission (ICRC) on or about February 29, 2016. Subsequent to his appointment, Mr. Hite was made aware
 of pending complaints before the ICRC involving the IMPD. Specifics regarding the complainants' names, or the
 discriminatory conduct have not been shared with Mr. Hite by any staff member of the ICRC.

Describe the screen established by your ethics officer: (Attach additional pages as needed.)
The attached policy shall be in effect for the period of February 29, 2016 to December 31, 2016.

[Lined area for describing the screen established by the ethics officer]

AFFIRMATION

Your signature below affirms that your disclosures on this form are true, complete, and correct to the best of your knowledge and belief. In addition to this form, you have attached a copy of your written disclosure to your agency appointing authority and ethics officer.

Signature of state officer, employee or special state appointee <i>Richard A. Hlte</i>	Date signed (month, day, year) 2/29/16
Printed full name of state officer, employee or special state appointee Richard A. Hlte	

FOR ETHICS OFFICER USE ONLY

Your signature below affirms that you have reviewed this disclosure form and that it is true, complete, and correct to the best of your knowledge and belief. You also attest that your agency has implemented the screen described above.

Signature of ethics officer <i>Mark G. Ahern</i>	Date signed (month, day, year) 4/22/16
Printed full name of ethics officer Mark G. Ahern	

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ICRC BLANKET SCREENING POLICY AS IT RELATES TO
COMPLAINTS MADE AGAINST THE
INDIANAPOLIS METROPOLITAN POLICE DEPARTMENT
FOR THE PERIOD OF January 1, 2016 to December 31, 2016

The ultimate goal of this policy is assist in screening the current director, Richard A. Hite, from participating in any complaints filed with the ICRC which directly relate to his prior employment at the City of Indianapolis Department of Public Safety and the Indianapolis Metropolitan Police Department from the period of September 15, 2010 to December 31, 2015; irrespective of question of whether he has a financial interest in the matter.

Any complainants seeking redress from alleged discriminatory practices as defined by I.C. 22-9-1-3(j), specifically against Richard A. Hite, individually or in his official capacity as deputy public safety director or as chief of police, or against the Indianapolis Metropolitan Police Department, the following screening process shall be executed by the staff of the ICRC:

A. A determination is made by intake supervisor whether complaint is covered for investigation and enforcement by the ICRC pursuant to the Civil Rights Act, e.g., person is in a protected class and has been discriminated against in employment, and possibly as a public accommodation. Example: IMPD officer excludes person from entering a facility open to the public on the basis of race or national origin.

B. When in doubt, the intake supervisor at the earliest available opportunity should consult with general counsel for any questions about accepting the complaint for investigation by ICRC. Written notice that the complaint does not meet the jurisdiction of the ICRC should be sent to complainant within five calendar days of receipt of the complaint under the signature of general counsel. The notice should state that such complaint does not meet the subject matter jurisdiction of the ICRC and that the complainant should contact the Citizens Complaint Board for IMPD and/or a member of the Indianapolis Bar or Marion County Bar Associations for consultation and advice. [Addresses and phone numbers stated in notice]

D. If jurisdiction exists, a formal complaint is completed online or by phone, signed by complainant and is assigned to the appropriate investigative unit supervisor for assignment to an investigator. When investigation is complete, the investigator forwards investigative report to supervisor of unit for review, comment or for further additional investigation. The unit supervisor prepares notice of finding of probable cause or no probable cause for review, comment, or modification and signature by the deputy director. If direction or consultation is needed for the investigation of the complaint, the investigator or his/her supervisor should consult with staff legal counsel or the general counsel only. At no time during the investigative or deliberative process the director should the complaint be directed to him or discussed in his presence by any staff member.

E. The director shall recuse himself from all Commission meetings wherein the complaint is discussed or an adjudication is made concerning its merits.