

CITY OF LITTLE ROCK

HUMAN RESOURCES DEPARTMENT

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MEMORANDUM

TO: MAYOR FRANK SCOTT, JR.
BRUCE T. MOORE, CITY MANAGER

FROM: STACEY WITHERELL, CHIEF PEOPLE OFFICER

SUBJECT: ALLEGATIONS AGAINST TOM CARPENTER

DATE: SEPTEMBER 27, 2022

On September 26, 2022, I was copied on an email from Samantha Wilson, FOIA Coordinator assigned to the City Attorney's Office. She made allegations against Tom Carpenter saying a racial slur to her and another employee Jennifer Brune, FOIA Coordinator, during a meeting with the three of them.

I spoke to Jennifer Brune who confirmed Tom Carpenter said a racial slur to her and Samantha Wilson the previous day. Ms. Brune confirmed the context made by Ms. Wilson in that Mr. Carpenter said you could call him anything behind closed doors but never in front of the client.

Mr. Carpenter and I spoke on the phone where I made him aware of the allegation made by Ms. Wilson and confirmed by Ms. Brune about his use of a racial slur which he absolutely denied. He explained that he had never tolerated such behavior in his office and he would never say anything like that.

I became aware of an incident at Police Training involving Mr. Carpenter and spoke to the Police Major assigned to Training at that time. The Major confirmed there was a documented case of Mr. Carpenter training police recruits when he gave them an example of something verbally offensive he advised the recruits could not say. The example was offensive and inappropriate and derogatory toward African Americans.

Separately, I have emailed you the City's Disciplinary policy adopted in 2021 which details policy violations involving the use of racial slurs.

Please advise if I need to take additional action in the gathering of the facts.