



**BEFORE THE KANSAS COMMISSION ON PEACE OFFICERS'
STANDARDS AND TRAINING**

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In the Matter of

BRADLEY WILLIAMS
#26235

Case No. 2020-0221

SUMMARY ORDER OF REVOCATION

Pursuant to K.S.A. 77-537

The above-captioned matter comes on for action by the Kansas Commission on Peace Officers' Standards and Training (Commission) through a summary proceeding under the Kansas Administrative Procedures Act, K.S.A. 77-537, regarding the law enforcement certification of BRADLEY WILLIAMS (Respondent).

STATEMENT OF FACTS

1. The Commission granted Respondent a full-time law enforcement certification, certification number 26235.
2. Respondent was employed as a full-time law enforcement officer with the Douglas County Sheriff's Office (DCSO) from March 7, 2011, to May 9, 2017, and with the Lawrence Police Department (LPD) from May 15, 2017, to January 6, 2021.
3. The Commission received a complaint regarding Respondent's conduct in two separate incidents while Respondent was employed with the LPD.

While an investigation into the complaint was being conducted, Respondent separated from employment with the LPD. The circumstances of his separation warranted further investigation by the Commission.

4. In August 2020, the LPD received information from a DCSO employee who voiced concerns that Respondent was potentially targeting college-aged females during alcohol-related investigations, such as operating under the influence (OUI) or minor in possession (MIP). The DCSO employee expressed concern about similar behavior by Respondent when he was still employed with the DCSO. The LPD initiated an investigation.
5. The LPD investigation focused on OUI and MIP cases that were self-initiated by Respondent between May 15, 2017, and September 14, 2020. The investigation revealed that Respondent arrested eighty-three males and one hundred and forty-seven females for OUI. Regarding citations issued for MIP, Respondent issued citations to eighty-four females and one male.
6. The LPD compared Respondent's self-initiated arrests with those of other LPD officers who were similarly active in OUI and MIP arrests, and with the OUI and MIP arrests for the entire agency. While 64% of Respondent's self-initiated OUI arrestees were female, females accounted for only 27% of the entire LPD arrests for OUI when considered without Respondent's arrests (it is important to note that the agency-wide statistic does not differentiate between self-initiated and dispatched arrests). Similarly, while 99% of Respondent's MIP citations were issued to females, only 56% of the LPD citations for MIP were issued to females when Respondent's citations were not considered.
7. The LPD investigation revealed that in 2016, while Respondent was working for the DCSO, concerns were raised about the amount of females Respondent was stopping compared to males. The DCSO reviewed stop data for Respondent at that time. While it appeared that Respondent stopped more females than males, the DCSO concluded that the difference did not

appear to be totally egregious at that time. Respondent's probable cause arrests with the DCSO were 55% female and 45% male. However, probable cause arrests for the remainder of the DCSO were only 29% female and 71% male. These statistics and concerns were addressed with Respondent by the DCSO. The DCSO also received several complaints by females stopped or arrested by Respondent. The complainants believed Respondent was targeting and harassing them, possibly in connection to their employment as exotic dancers.

8. Two officers working with Respondent at the LPD noticed that Respondent appeared to be "focusing on females." The officers began tracking the OUI arrests made by Respondent after this became obvious through radio traffic on their shared shifts.
9. Respondent stopped off-duty female law enforcement officers on several occasions before recognizing who they were. One female officer was stopped by Respondent four times while he was employed by the DCSO but was released without a citation each time. On one of the occasions, Respondent informed the officer she was stopped for travelling thirty-two miles per hour in a thirty mile per hour zone.
10. In interviews regarding the possibility that Respondent was initiating citizen contact based on gender, Respondent denied that this concern was ever addressed with him by the DCSO, despite documentation to the contrary. Respondent also claimed that in most traffic cases, he does not know the gender of the driver until after contacting the driver. However, the DCSO pointed out that this may not be the case in areas with streetlights. On at least one occasion, Respondent observed a female exotic dancer leaving her place of employment and initiated a traffic stop once she began driving. When the driver complained about Respondent to the DCSO, he claimed he observed the female staggering to her car. However, Respondent failed to

document that in his report, instead starting the report with both vehicles in motion.

11. In reference to the discrepancy in his arrests of females and citations issued to females as compared with the rest of the LPD, Respondent made written and verbal statements indicating his belief in uniform stereotypical gender differences, such as males being “calmer” and females being “fearful.” In a written statement to the LPD, Respondent stated, “I have observed during bar checks where there are college aged individuals, as a general rule males seem to be calmer even if they are minors and are more likely to say hello or high five the officer. On the other hand, females, at times, react differently, including attempted flight from the bar.” In the Commission interview, Respondent stated, “It’s typically groups of females that react negatively to the law enforcement presence. . . not they’re scared of us but it's a fearful of getting caught.”

CONCLUSIONS OF LAW

Racial or Other Biased-Based Policing

12. Pursuant to K.S.A. 74-5616(b)(6), the Commission may revoke the certification of a police or law enforcement officer who has used racial or other biased-based policing prohibited by K.S.A. 22-4609, and amendments thereto.
13. K.S.A. 22-4606(d) defines racial or other biased-based policing as the unreasonable use of race, ethnicity, national origin, gender, or religion by a law enforcement officer in deciding to initiate an enforcement action.
14. K.S.A. 22-4609 states that it is unlawful to use racial or other biased-based policing in: determining the existence of probable cause to take into custody or to arrest an individual; constituting a reasonable and articulable suspicion that an offense has been or is being committed so as to justify the detention of an individual or the

investigatory stop of a vehicle; or determining the existence of probable cause to conduct a search of an individual or conveyance.

15. Respondent used racial or other biased-based policing as prohibited by K.S.A. 22-4609.

Good Moral Character

16. K.S.A. 74-5605(b)(5) states that each applicant for certification shall be of good moral character sufficient to warrant the public trust in the applicant as a police officer or law enforcement officer.
17. K.A.R. 106-2-4(a) defines good moral character as including the personal traits or qualities of integrity, honesty, upholding the laws of the state and nation, conduct that warrants the public trust, and upholding the oath required for certification as specified in K.A.R. 106-3-6.
18. Pursuant to K.A.R. 106-2-4(b), any single incident or event may suffice to show that a licensee lacks or has failed to maintain good moral character.
19. Respondent's conduct shows that he lacks the personal qualities of integrity, upholding the laws of the state, conduct that warrants the public trust, and upholding the oath required for certification.

Summary Proceedings

20. Under K.S.A. 77-537, the Commission may conduct these summary proceedings, subject to Respondent's request for a hearing. The Commission finds that the use of summary proceedings in these circumstances does not violate any provisions of law and the protection of the public interest does not require the Commission to give notice and opportunity to participate to any person other than Respondent.

ORDER

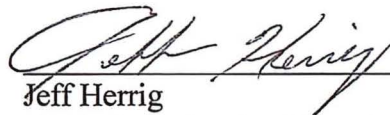
Based on the Statement of Facts and Conclusions of Law, the Commission orders that the Kansas Law Enforcement Officer Certification of BRADLEY WILLIAMS be revoked.

ACCORDINGLY, THE KANSAS COMMISSION ON PEACE OFFICERS' STANDARDS AND TRAINING CERTIFICATE OF BRADLEY WILLIAMS IS HEREBY REVOKED.

FURTHER, Respondent is ordered to surrender and return to the Commission all evidence of his certification as a law enforcement officer.

DATED this 8th day of March, 2022.

KANSAS COMMISSION ON PEACE OFFICERS'
STANDARDS AND TRAINING



Jeff Herrig
Chair, Investigative Committee

NOTICE OF RELIEF FROM THIS SUMMARY ORDER

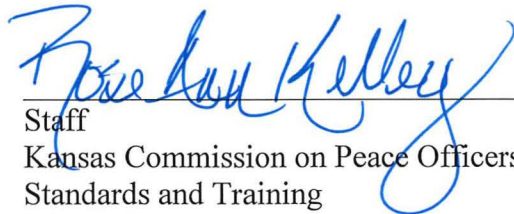
Pursuant to K.S.A. 77-537, the Summary Order is subject to your request for a hearing. If you desire a hearing, you must direct a written request for a hearing to the Kansas Commission on Peace Officers' Standards and Training, 1999 N. Amidon, Suite 350, Wichita, Kansas 67203. This written request must be filed within fifteen (15) days from the date indicated in the Certificate of Service below. If a written request for hearing is not so made, this Summary Order becomes final and effective upon the expiration of the time for requesting a hearing.

CERTIFICATE OF SERVICE

This is to certify that on the 8th day of March, 2022, a true and correct copy of the above and foregoing Summary Order of Revocation was deposited in the United States mail, certified, postage prepaid, return receipt requested, and deposited in the United States mail, first class postage prepaid, with tracking, addressed to:

BRADLEY WILLIAMS





Staff
Kansas Commission on Peace Officers'
Standards and Training