



Betty D. Montgomery
Attorney General

OHIO BUREAU OF CRIMINAL IDENTIFICATION & INVESTIGATION



OFFICE OF THE ATTORNEY GENERAL

RECEIVED Ted Almay
Superintendent

TO: Michele Yezzo , Forensic Scientist

FROM: Daniel C. Cappy, Laboratory Director

DATE: June 27, 2002

SUBJECT: VERBAL REPRIMAND

JUL 23 2002

Human Resources
Attorney Generals Office

This notice constitutes a verbal reprimand reduced to writing and will be placed in your personnel file.

This matter involves an incident that occurred at the BCI London Crime Laboratory in the Trace Section. Forensic Scientists Michele Yezzo and Karen Kwek, both Trace Section analysts, were conferring on a number of matters relating to their work. These matters included a "peer review", in which Mrs. Kwek was assigned by a supervisor to review the work done by Ms. Yezzo on a particular case. The discussion between Ms. Yezzo and Mrs. Kwek took place over several days and, at the time of the incident, they had not come to a mutual agreement. At some point, Mrs. Kwek tried to end the discussion by suggesting that Ms. Yezzo take the matter to the supervisor. Ms. Yezzo was reluctant to end the discussion and refused Mrs. Kwek's request that she leave her office. Mrs. Kwek then began to leave the office and, apparently, Ms. Yezzo grabbed Mrs. Kwek's arm and held it briefly in an effort to keep her from leaving. At this point Mrs. Kwek "pulled away" and made several loud statements as she left the room. Other staff members heard Mrs. Kwek say, "Get away from me" and "Leave me alone".

In this situation you displayed inappropriate behavior in initiating an altercation by insisting that a dispute be continued when the other party wished it to end. In addition, it is inappropriate behavior for you to grab another employee. Your actions in this situation are a violation of the Attorney General's Standards of Behavior that state, in part, that each employee will treat other employees with courtesy, dignity and respect.

Your actions cannot be condoned. Conduct of this type will not be tolerated and thus you are officially reprimanded. The purpose of this reprimand is to bring to your attention that your dealing with your co-worker in this situation was wrong and must not reoccur.

If such conduct as outlined above continues, further disciplinary action will be initiated.

I have received a copy of this memorandum

Michele Yezzo 6/27/02
NAME DATE

Yours truly
Daniel C. Cappy
Daniel C. Cappy
Laboratory Director
BCI&I

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