



JEFF LANDRY
GOVERNOR

COLONEL ROBERT P. HODGES
DEPUTY SECRETARY

State of Louisiana
Department of Public Safety and Corrections
Public Safety Services

February 8, 2024

Captain Heath Guillotte
CID Region 2

VIA PERSONAL DELIVERY

RE: Letter of Counseling

Dear Captain Guillotte:

Pursuant to State Police Commission Rules 12.1, 12.9, and the authority delegated to me by Colonel Robert Hodges, you are hereby counseled for the following reasons:

This letter is regarding your recent social media activity. During mid-January 2024, you uploaded two separate Facebook posts, one featuring a character wearing a hat sideways, gold teeth, and employing unique language and slang. It has been brought to my attention that some individuals find these posts offensive and interpret them as making fun of other races.

I was made aware of the posts on January 15, 2024. On January 17, 2024, I addressed this concern with you expressing my belief, given your position with the State Police, the content of the social media posts was inappropriate. At that time, you indicated you understood the way it could be interpreted, agreed with the concern, and stated that you would retire the character.

While I respect your right to personal expression, it is crucial to be mindful of the potential impact of such content, particularly when it involves sensitive subjects such as race. As a representative of the State Police, we must uphold the highest standards of professionalism and sensitivity to all of our citizens. Moving forward, please ensure all further social media activity aligns with the values and policy expectations of our organization.

Your social media posts outlined above was in violation of Louisiana State Police Policy and Procedure Order No. 901 Code of Conduct and Ethics, Section 63, Social Media Networking, which states in pertinent part:

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SOCIAL MEDIA NETWORKING

- i) The advancements in cell phone technology and social media applications have increased the exposure of law enforcement officers worldwide. The ease of posting photos, videos or comments on the internet and social media have increased the speed by which information is shared and depending on the content can stimulate wide spread reaction that can grow out of control. Officers should be mindful of the content of their social media posts as well as those posts that are liked or shared by the officer. Today's society has used social media as a sounding board for political and social issues that are intended to encourage people to share their personal opinion. Participating in these discussions can blur the line between our personal and professional lives and may be taken out of context in order to discredit or attack our character. As police officers, we rely on our character and reputation when providing court room testimony so we do not detract from the credibility of the investigation or the court proceedings. Officers should be aware that defense attorneys, the media or the public in general may perceive their social media posts as biased towards a group, political party or movement and use that information to discredit the individual officer or the department.
- iv) Individuals employed by the Department shall not publish or share any communication which would under any circumstance undermine or tarnish the Louisiana State Police. No officer shall relate themselves with other information, opinions, or positions that would bring adverse criticism or embarrassment upon themselves or the department which may call into question their ability to be objective in the performance of their duties.

Any future violations of this or any nature may result in discipline, up to and including termination; this letter of counseling can be used to support the severity of future discipline.

Please be advised this letter of counseling is not a disciplinary action. This letter will be maintained in your supervisory file and other files and will not be accessible to the public unless and until it is used to support future discipline.

Sincerely,

Major Robert Lummus
Command Inspector
Criminal Investigations Division

c: LTC Treone Larvadain