



JEFF LANDRY
GOVERNOR

COLONEL ROBERT P. HODGES
DEPUTY SECRETARY

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

Major Robert Lummus
Command Inspector
Criminal Investigations Division

RE: Response to Letter of Counseling

Dear Major Lummus

On Thursday, February 8, 2024, I, Captain Heath Guillotte, was delivered a letter of counseling by you, Major Robert Lummus. This letter of counseling was for a violation of the Louisiana State Police's Policy and Procedure Order No. 901 Code of Conduct and Ethics, Section 63, Social Media Networking, which states in part:

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.

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The Letter of Counseling indicated that videos I posted on social media featured, "a character wearing a hat sideways, gold teeth, and employing unique language and slang." You also stated that "some individuals find these posts offensive and interpret them as making fun of other races." You also said in the letter that you spoke with me and I indicated that I understood the way it could be interpreted, agreed with the concern, and that I would retire the character.

In accordance with Louisiana State Police Commission Rule 12.9(b), which states, "An employee may respond in writing to an improvement letter. The employee's response must be attached to each copy of the letter kept by the agency," the following is my response to the letter of counseling.

Regarding the statement of individuals finding the "character" offensive and interpret it as making fun of other races, there was never a complaint filed with LSP regarding these social media posts. There were inquiries from the media regarding the posts, however, they stated that someone reached out to them regarding the posts. The Times Picayune contacted me regarding the videos. The reporter alluded to a racial undertone in the videos, however, agreed that the physical characteristics of the character in the video were not indicative of a particular race. I also asked him to research Paul "IceMan" Wall and, after doing so, I would answer any questions he had regarding the videos. The reporter never called me back and didn't answer when I reached out to him the next day. As you already know, there hasn't been a news report regarding the videos. If there was a story there, I have no doubt it would have been published.

The letter also stated some individuals felt the "character" was making fun of other races, however, no one within LSP has, or has been willing, to explain how or what about the "character" targeted a specific race. You can find many individuals of different races (white, black, and others) that are dressed and speak like the character depicted in the videos. The character is not depicting a racial demographic but rather a generational demographic. For someone outside or within LSP to attribute those characteristics as stereotypical of a particular is very disturbing and insulting. One could say that someone with that frame of thought could, in fact, be the one racial stereotyping. It is highly disappointing if that is the belief in this situation.

I would also like to address the statement in the letter where it says that I understood the way it could be interpreted, agreed with the concern, and stated I would retire the character. Perhaps there was a miscommunication because I didn't agree with the character being interpreted in this way, nor did I ever state the character was to be retired. I did say people can make allegation regarding their interpretation of a character but that doesn't make the interpretation accurate or the allegation legitimate. I have spoken to you several times regarding this issue. Each time you stated that you know the character was not meant to be racial, but feel they could be misinterpreted. You also stated you felt that they could be brought up to discredit me during a trial, however, you agreed that it wouldn't be successful.

As a leader, it is our job to step up for our employees when inaccurate information is presented about them. I thought, with the recent incident of an LSP employee being falsely accused of violating a policy in the media and the embarrassment the department received because LSP knew the allegations were false and didn't stand up for the employee, we would have changed

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our approach. As leaders we have to be willing to stand up to the public, media, or whoever else is making false allegations about our employees.

You stated you thought that after our conversation this matter was finished, however, you were told to "put it on paper." An allegation of racism or alluding to racism never goes away, even when proven to be false. That is why I am providing this written response. I have been in law enforcement for over 30 years and take my untarnished reputation seriously. I will not allow these false allegations to be used to blemish my reputation because of what I feel are personal vendettas.

Thank you in advance for placing this response in the file with the Letter of Counseling,

Captain Heath Guillotte

A handwritten signature in cursive script, appearing to read "Capt. H. Guillotte".

CID Region 2 Commander

Cc: LTC Treone Larvadain
LTC Frank Besson
Col Robert Hodges

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