

Incident Report Summary

Field	Value
Company Name	Lucas County, OH 2000298650 Canine Care and Control 10/02/2024
Case Name	Syntrio No Compliance & Ethics Code of Ethics Violation Canine Care and
Department	Control Web Undefined Undefined Compliance & Ethics Closed United States
Date Reported	of America Date/Time: 02/10/2024 - 4:05 pm (GMT-05:00) Eastern Time
Submitted By	(US & Canada) Incident Number: 2000298650 The following report was
Restricted	submitted from our website. We have restricted editing to the complainant's
Incident Type	contact information if they indicated a desire to
Nature of Report	remain anonymous.
Location	-----
Source	Company Name:
Risk	Lucas County, OH
Priority	Works for Company: Yes
Incident Type	What is your relationship to the organization/entity/company?
Status	What is the name of the location you are reporting?
Country	Canine Care and Control 410 S Erie Street Toledo Ohio43604
	What is the address/exact location?
	410 s erie st toledo oh 43604
	Who are the individuals involved in this activity?
	
	When did the incident occur?

Report

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Field	Value
	<p>February 9th 2024 Did the incident occur more than once? Yes If so, how many times? 2x</p> <p>What type of incident would you like to report? Code of Ethics Violation</p> <p>What would you like to report? [REDACTED] was doing a decap where she told others in the room that she likes breaking their necks and knowing she can snap a neck.</p> <p>Then, she held up the decapitated head and asked a kennel worker to hold the head so she could take a picture of them holding the head. When the kennel worker said no she was shocked they wouldnt want to have their picture taken with a decapitated head of a dog.</p> <p>Was someone from management involved in the incident? No If so, who?</p> <p>Has the incident been reported to anyone in the organization/entity/company? No If so, who?</p> <p>Has the incident been reported to anyone outside the organization/entity/company? No If so, who?</p> <p>Were there any witnesses? Yes</p> <p>If so, who?</p> <p>Would you be willing to anonymously assist further if asked? No</p> <p>Do you give permission to share your contact information with the organization/entity/company (waive your anonymity)? Not Selected</p> <p>Do you have files to upload to support your report? No</p> <p>Provided PIN (Dialog enabled in the CMS): Yes</p> <p>02/12/2024 09:46:22 ET by MKVeh@co.lucas.oh.us</p> <p>Message sent to reporter asking for additional information, witnesses to the events.</p>
Follow Up	<p>Nicole has been assigned to follow up on this and the previous complaint.</p> <p>02/16/2024 11:32:36 ET by MKVeh@co.lucas.oh.us</p> <p>Complaint was investigated by Birdena Martin, Employee Relations Specialist, and Nicole Carey, Personnel Officer.</p>
Outcome	<p>Ms. Martin and Ms. Carey met with the individual referenced in the complaint, [REDACTED], Veterinary Technician, and her union representative Jay Barman, on February 15 to discuss the complaint. Details of the conversation are included in the a ached document.</p> <p>Human Resources found no substantiated finding to support the complaint.</p>

Incident Report Dialogs

Created By	Created On	Notes
MKVeh@co.lucas.oh.us	12/02/2024	<p>Good morning,</p> <p>We have received your report for LC4. It would be very helpful to our investigation if you could provide the names of any witnesses to this complaint. It will be much easier for us to take action if we had someone who could verify what actually happened. You do not need to identify yourself but if there were others who witnessed the events, it would give us more to work with.</p> <p>Thank you.</p>

Incident Report Files

File Name	Created By	Created Notes On	Viewable By Reporter
Investigation Report for 2000298650.pdf	MKVeh@co.lucas. oh.us	16/02/ 2024	Yes

Incident Report Inves gators

Company Name	User Email	Receives Reminders	Auto Assigned
Lucas County, OH	MKVeh@co.lucas.oh.us	Yes	Yes
Lucas County, OH	TBurner@co.lucas.oh.us	No	Yes
Lucas County, OH	NCarey@co.lucas.oh.us	Yes	No