

Fw: Notice of Employee Conduct Concerns and Directive Pending Investigation

From: Nicole Browne <nbrowne@co.monroe.in.us>
To: Jennifer Crossley <jcrossley@co.monroe.in.us>
Cc: Tanner Branham <tbranham@co.monroe.in.us>
Date: August 22, 2026
Subject: Fw: Notice of Employee Conduct Concerns and Directive Pending Investigation

Chairman Crossley,

Thank you for stopping by the Monroe County Clerk's Office recently. I'm sorry to have missed you but I know that my staff would have been wonderfully accommodating and welcoming during your visit.

I am forwarding you the e-mail I received below. This is the first that I am learning of objections to photographs and video being taken following several significant issues within the Justice Building and, frankly, it's offensive...in my humble opinion.

Justice Building employees have long complained, for at least the twenty plus years I have worked in Monroe County Government, about hazards within the Justice Building that have had an adverse effect on employees health and well-being. As the Elected Official and Department Head for the Monroe County Clerk's Office, for any concerns raised under my administration, I have been forthright and transparent with my colleagues as I have received information. They have been encouraged and welcome to take whatever precautions necessary to memorialize and preserve critical information that may be helpful to addressing and understanding their concerns....particularly if/when there could be long-term effects to their health and well-being as a result of the toxicity and structural issues within the Justice Building.

Because I am not on social media, I can only make an educated guess that any complaint(s) stems from employees who (after hours) have posted concerns of what they have personally experienced while working in the Justice Building. I do not monitor what my employees do when they are not at work or what they post on social media. They do not lose their First Amendment rights as Monroe County Government employees.

I know, for certain, that they have tried to reach out directly to the Commissioners and/or the Commissioners' designees within the last thirty days following the well-publicized issues impacting the Justice Building. One employee reported to me that she was hung up on by the Commissioners designee when she called to complain. Another shared that she went to speak with the Commissioners, at their office, and found the office to be locked up with no one inside while employees were throwing up and otherwise becoming increasingly ill. The employee also advised that they sent Sheriff deputies to remove her from the Courthouse.

I am forwarding HR's notice to my employees with the understanding that I am not ordering them to stop taking photographs, videos or otherwise in response to this complaint. I would imagine, once the work has been complete and the office is deemed safe for employees and the public alike, there would be no need for them to continue with the memorializing. However, as I'm sure you've heard, new issues surface every day within the Justice Building...faster than they can be addressed.

I'm sharing this with you, in your capacity as Chair of the County Council, ahead of any meetings you might have with the parties responsible for repairing, restoring and maintaining the Justice Building. While I am not an expert in whistleblowing laws, I do believe that well-meaning, hardworking, underpaid and dedicated Monroe County Government employees should not be punished for shining a spotlight on a dilapidated building if decisions have been made that they will have to continue working in that environment for the foreseeable future.

Thank you for your time.

Nicole Browne

Forwarded message

From: Melissa Stinson-Waddell <mstinson-waddell@co.monroe.in.us>
Sent: Friday, August 21, 2026 3:07 PM
To: Nicole Browne <nbrowne@co.monroe.in.us>; Tanner Branham <tbranham@co.monroe.in.us>
Cc: Jeff Cockerill <jcockerill@co.monroe.in.us>; Justin Roddye <jroddye@co.monroe.in.us>; Molly Turner-King <mtturner@co.monroe.in.us>; Angie Purdie <apurdie@co.monroe.in.us>
Subject: Notice of Employee Conduct Concerns and Directive Pending Investigation

Dear Clerk Browne and Deputy Clerk Branham,

I am writing to bring to your attention a formal complaint received from a vendor currently performing repair work within the Monroe County Clerk's Office. The vendor has expressed concerns regarding the conduct of certain employees who have allegedly been taking photographs, recording activities, and posting work-related content on social media platforms without authorization.

The complaint further alleges that these actions have continued despite objections being raised and that the conduct has created an environment perceived as intimidating, unprofessional, and potentially hostile. The vendor has specifically requested that the photographing, recording, and distribution of images or information related to the vendor's work activities cease immediately.

As outlined in the Monroe County Personnel Policies, employees are expected to maintain professional conduct and comply with County standards regarding workplace behavior.

Relevant policy provisions include:

- **Policy Prohibiting Harassment (Section 2.4):** The County is committed to providing a workplace free from harassment and intimidation. Employees are responsible for complying with policies that prohibit conduct which may contribute to a hostile work environment.
- **Employee Conduct and Professional Behavior:** Employees who engage in unprofessional conduct or other serious misconduct while on duty may be subject to disciplinary action, up to and including dismissal.
- **Employee Conduct and Appearance (Section 9.2):** Employees represent Monroe County while on duty and are expected to conduct themselves in a manner that reflects positively on the organization.
- **Social Media Expectations:** County policy recognizes employees' rights regarding personal social media use; however, employees are expected to exercise sound judgment and avoid conduct that may negatively impact County operations, professional relationships, or the workplace environment.

Pending a formal review of this matter, I respectfully request that you notify all personnel within the Clerk's Office that:

1. Any photographing, recording, or monitoring of vendors, contractors, or other individuals performing authorized work within County facilities shall cease immediately unless specifically authorized for legitimate County business purposes.
2. No photographs, videos, comments, or other workplace-related content concerning this matter shall be posted, shared, or distributed on any social media platform.
3. Employees shall refrain from any conduct that could reasonably be perceived as harassment, intimidation, retaliation, or interference with a vendor's ability to perform contracted services.
4. Full cooperation is expected from all employees during the investigation of this complaint.

This directive is being issued solely to preserve a professional work environment and to ensure a fair and objective review of the allegations. No conclusions have been reached at this time regarding the validity of the complaint. The County will conduct an appropriate review and address any findings in accordance with established personnel policies and procedures.

Please confirm that this notification has been communicated to all relevant staff members and advise of any information that may assist in the investigation.

Thank you for your prompt attention and cooperation regarding this matter.

Blessings on Your Day!

Melissa Stinson-Waddell

Monroe County Government

Human Resource Director

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