



## FOREST HILLS POLICE ASSOCIATION

To: Forest Hills Borough Council

From: Brian K. Armstrong, President

Date: June 3, 2019

Members of Council,

I am writing to you on behalf the Forest Hills Police Association in regards to an incident that occurred on May 29, 2019 at approximately 2:45pm in the Forest Hills Borough Building. Officers were alerted to a disturbance in the foyer of the Borough Building where a male could be heard yelling while using vulgar language. Upon further investigation by Officers in the building it was discovered the male was in fact Councilman Tomasic. Mr. Tomasic was overheard using numerous derogatory terms such as "CUNT" and "BITCH", in reference to a borough employee, along with other vulgar language such as the abundant use of the word "FUCK". Mr. Tomasic was also overheard using inappropriate language in referencing the Chief of Police, which we believe undermines him as an authority figure in this department. Mayor Porco was present with Mr. Tomasic during this tirade of unprofessional and atrocious behavior.

The Forest Hills Police Association is appalled and offended by this incident. This incident took place during business hours and had the potential to be overheard by the public. This type of behavior reflects poorly on the Borough and was recently the subject of a memo received from Mr. Morus dated April 29, 2019, which is attached, in regards to the Use of Inappropriate Language.



**FOREST HILLS POLICE ASSOCIATION**

**Section 334, 111, A.25, Rules of Conduct, of the Administrative Manual**

*Using racial epithets, or making derogatory comments, remarks or jokes on company property to or about other people or groups of people in regards to race, color, religion, sex, national origin, age, disability or sexual orientation. Such prohibited remarks and/or comments may be verbal, written graphic or by physical gestures...*

The Forest Hills Police Association is requesting a written formal apology from Mr. Tomasic and be disseminated to all borough employees for his shameful behavior. We look forward to Council's consideration and swift response to this matter.

Respectfully,

Brian K. Armstrong

Forest Hills Police Association President



## BOROUGH OF FOREST HILLS

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Memo to: All Employees  
Council & Mayor  
Board Members  
Volunteers

From: Steve Morus, Manager

RE: Policy on use of inappropriate language

April 29, 2019

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Recently an incident came to Council's attention that makes it important to remind all of the existence of the Borough's Administrative Manual, approved by Council in 1993 and still in effect at this time. In particular, it came to Council's attention the use of inappropriate language, in this case the use of the "N" word by an employee, and Council asked that I remind all employees, full time and part time, board members and volunteers that such language is offensive, inappropriate and a violation of policy 334, Rules of Conduct as stated in the Administrative Manual.

The Borough believes that language like this not only insults and demeans all of us and especially one ethnic group, but violates 334, III, A.25, Rules of Conduct, of the manual which states among potential infractions:

*Using racial epithets, or making derogatory comments, remarks or jokes on company property to or about other people or groups of people in regards to race, color, religion, sex, national origin, age, disability or sexual orientation. Such prohibited remarks and/or comments may be verbal, written, graphic or by physical gestures.*

The manual notes, in several places, that employee "Infractions of these rules which follow may be grounds for disciplinary action such as 'verbal or written warnings', 'suspension without pay', and 'separation' from the Borough."

We all represent the Borough of Forest Hills and similar language and attitudes detracts from a Borough that consists of many ethnic and religious citizens. Moreover, whether it happens in the workplace away from non-employees or out in the field while on the clock or even in situations away from work where we may encounter individuals who are aware of where we work, such language and attitudes reflects poorly on the Borough.

A copy of the Administrative Manual should be available in each department. At one time, all employees were given a copy. If one is unavailable please let me know and I will make sure that you are provided with a copy for personal or department reference.

Please let this serve as a reminder to appropriately represent Forest Hills by refraining from behavior, language, etc. that places the Borough, its employees, and its citizens in a demeaning light. It is worthwhile to become familiar again with the Borough's Administrative Manual to prevent violations in the future that could require Council or myself to take disciplinary action.