

**City of Indianapolis and Marion County  
Notice of Unacceptable Performance or Conduct**

<b>Name of Employee:</b> Matt Pleasant	<b>Employee's Job Title:</b> Administrator, Division of Current Planning
<b>Date Incident Occurred:</b> September 4, 2024	<b>Employee's Work Unit and Department/Agency:</b> Department of Metropolitan Development

**Description of performance or conduct and specifically how it fails to meet the Principles of Employment, Standards of Conduct, or Code of Ethics in the Employee Manual. Provide specific details about the performance or conduct.**



On July 22, 2024 HR was made aware of allegations of inappropriate sexual misconduct. Since July 22, 2024 HR has completed a thorough investigation. The investigation found overwhelming evidence that supports the allegations. This misconduct violates the Workplace Harassment Policy.

The City-County is committed to providing a work environment that is pleasant, healthy, comfortable, and free from intimidation, hostility, or harassment of any kind. Sexual harassment, along with other types of harassment based on an employee's race, color, disability, religion, sex, age, national origin, veteran status, sexual orientation, gender identify, or genetic information is prohibited by the City-County and applicable law.

**Expectations for Improving the Conduct or Performance:**  
N/A

**Action to Be Taken – Consequences of This Incident of Unacceptable Performance or Conduct:**  
Termination effective immediately.

**Potential Future Consequences of Further Unacceptable Conduct or Performance:**  
N/A

<b>Employee Signature</b> 	<b>Date</b> 9/4/24	<b>Supervisor/Manager Signature</b> 	<b>Date</b> 9/4/2024
<b>The employee signature acknowledges notification of, not agreement with the content.</b>		<b>Printed Name</b> Megan Vukusich	

**Witness Signature:**  HR 9/4/2024

**The employee may make an attachment to this notice outlining pertinent facts, request a review of the matter by the next level of supervision, or use the employee suggestion/concern process outlined in the Employee Manual.**

**This form should be forwarded through the Department's supervisory structure to the Human Resources Division for placement in the employee's file.**