



The Commonwealth of Massachusetts  
Executive Office of Public Safety & Security

Department of Correction  
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TO: Extended Leadership Team  
FROM: Carol Mici, Commissioner of Correction  
DATE: March 18, 2020  
RE: Staff Discipline and Suspensions

This notice is to rescind yesterday's unauthorized memo regarding staff discipline and suspensions, which was drafted and distributed without my knowledge or approval. In order to eliminate any confusion caused by that unauthorized memo, I would like to convey explicitly to all personnel **that the Department of Correction's disciplinary policy has not changed** and that standard operating procedure will continue.

As you know, the Department of Correction insists on the highest standards of professionalism, and the overwhelming majority of correction officers adhere to those standards every day. We will continue to support these men and women who uphold our values even under difficult and dangerous circumstances, and we will continue to investigate and discipline conduct that does not comport with them.

Finally, at a time when all of us are confronting the unprecedented challenge posed by the COVID-19 pandemic, I am especially grateful to these men and women who have left their families and loved ones at home each day to perform their critically important public safety duties uninterrupted. The responsibility to provide a safe, secure environment for all people within our facilities – staff, inmates, and visitors – is vital to the Commonwealth, and I wish to thank you personally for doing this tough job so well.