



State of West Virginia  
**OFFICE OF THE SECRETARY**  
**DEPARTMENT OF MILITARY AFFAIRS AND PUBLIC SAFETY**  
Building 1, Suite W-400  
1900 Kanawha Blvd., East  
Charleston, West Virginia 25305  
Telephone: (304) 558-2930  
Facsimile: (304) 558-6221

**JEFF S. SANDY, CFE, CAMS**  
CABINET SECRETARY

**THOMAS L. KIRK**  
DEPUTY SECRETARY

**Date:** December 4, 2019  
**To:** All Employees of the Division of Corrections and Rehabilitations (DCR)  
**From:** Jeff S. Sandy, CAMS, CFE, Cabinet Secretary *Jeff S. Sandy*  
**Re:** Conduct Unbecoming by Members of DCR

I have seen the photo of Basic Training Class Number 18. I condemn it in the strongest possible terms. It is distasteful, hurtful, disturbing, highly insensitive, and completely inappropriate. It undermines the high standards that have been set for our Division of Corrections and Rehabilitation. It betrays the professionalism I have seen time and time again displayed and practiced by our brave correctional employees.

A number of employees have been suspended as the investigation of this incident continues. In the meantime, Commissioner Jividen has directed that all copies be destroyed, sent to this office, or otherwise taken out of circulation to keep its harm from spreading. We ask our men and women to work with us to preserve high standards and professionalism of the Division of Corrections and Rehabilitations and the Department of Military Affairs and Public Safety.

We have informed faith and community leaders of this incident. We have asked for their help to address it effectively, including with recommended changes or additions to our training programs.