

NC Department of Public Safety Accused of Systemic Retaliation, Blacklisting, & Suppression of Whistleblowers

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Raleigh, North Carolina Nov 18, 2024 ([IssueWire.com](https://www.IssueWire.com)) - North Carolina Department of Public Safety Accused of Systemic Retaliation, Blacklisting, and Suppression of Whistleblowers

The North Carolina Department of Public Safety (NCDPS) is under scrutiny following serious allegations from former probation officer and whistleblower William Paul Reynolds. In a statement supported by a substantial body of evidence, including EEO complaints, VA documents, and depositions from senior officials, Reynolds details a disturbing environment within NCDPS. The allegations point to an entrenched culture of retaliation, intimidation, and procedural negligence designed to prevent whistleblowers/employees from holding the department accountable.

Reynolds, a U.S. Army veteran who served in Iraq, describes a relentless campaign against him after he raised concerns about unethical practices within NCDPS. His efforts to expose misconduct, he alleges, resulted in targeted blacklisting, denial of health accommodations, and significant mental health impacts, ultimately leading him to seek crisis intervention through the VA and forced to walk away from a career he had started with the State of North Carolina as a public servant and a traditional Guardsman.

Key Allegations and Evidence

- **Targeted Retaliation and Denial of Work Accommodations**
- **Eleven-Month Delay in Accommodations Request:** Reynolds first requested work accommodations in July 2022 due to an anxiety disorder related to workplace stress, a request NCDPS allegedly ignored until April 2023. During this period, he was forced to exhaust his leave, forfeiting his health insurance and enduring severe financial strain. "I was left without options," Reynolds explains. "I was forced to choose between my health and my job, and the department made it clear that they wouldn't support me in either."
- **Systematic Blacklisting and Job Denial:** Documents detail how senior Governor Appointed officials, including Regional Director Larry Dail and Assistant Regional Director James Vaughn, actively blocked Reynolds's efforts to return to work. Despite numerous attempts to secure an alternate placement within the department, he faced consistent rejections and reassignment suggestions that were medically impractical. "Every door I tried to open, they closed it. They wanted me out, and they made sure I couldn't get back in because I refused to keep quiet," Reynolds states, referring to the NCDPS's insistence on assignments he could not accept due to health concerns (LarryDail EEO)(Original Investigation).
- **Suppression of Whistleblower Protections and Procedural Failures**
- **Unverified Allegations Used to Revoke Job Offer:** Reynolds's EEO complaint reveals that Governor Appointed Administrator Kim Williams rescinded a conditional job offer in 2022 based on uninvestigated allegations. "NCDPS policy is clear about the requirement to investigate accusations, but when the claims were against me, they bypassed all due process," Reynolds explained. Administrator Kim Williams allegedly acted on unsubstantiated claims, violating NCDPS protocols that mandate fair investigation for employees (Randall ParkerEEO).
- **Impact on Mental Health and VA Crisis Intervention:** Reynolds, a veteran who relies on

continuity of care for anxiety and depression, was further impacted by the department's inaction. After losing his insurance due to unpaid leave, he turned to the VA's suicide prevention services for support. VA documentation shows that he sought crisis intervention, citing distress related to job retaliation and financial strain, a direct result of his prolonged leave. "The weight of the retaliation and financial pressure drove me to my breaking point," Reynolds said. VA case managers confirmed that his mental health worsened due to the department's treatment and the lack of alternative support (VA documentation).

- **Pattern of Intimidation and Concealment of Misconduct**
- **Intimidation and Influence by the North Carolina Attorney General's Office:** Reynolds's has presented evidence, including a recording, in which the North Carolina Attorney General's Office allegedly instructed a witness to lie, a directive aimed at protecting the department's reputation. In a separate incident, the Attorney General's Office was informed of a high-ranking Governor Appointed NCDPS official's statement to a witness, stating, "he put you in this position, and he can take you out." This intimidation tactic, which influenced the witness to change their story, underscores the alleged pattern of witness suppression within NCDPS.
- **Failure of Senior Officials to Investigate:** Testimonies from senior NCDPS officials highlight a broader culture of neglect and suppression. Depositions reveal that both Tracy Lee, Director of NCDPS, Administrator Kim Williams and Judicial District Manager Randall Parker acknowledged lapses in their duties, including failure to conduct internal investigations or uphold whistleblower protections. Reynolds states "The evidence clearly indicates that leadership at NCDPS is aware of and complicit in these practices. And I was intentionally silenced and marginalized because I attempted to address unethical behavior."
- **Intimidation and Deterrence for Whistleblowers:** Reynolds further claims that NCDPS promotes a climate of fear, discouraging employees from speaking up. "If you try to come forward with the truth, you become a target," Reynolds stated. He alleges that high-ranking officials, including Secretary Todd Ishee and Deputy HR Director Dawn Godwinn, failed to intervene as retaliation escalated, further entrenching a culture where misconduct was concealed rather than corrected. "This is about more than just one individual, it's about a system that discourages accountability and fosters fear among those who might otherwise report misconduct."

Statements and Broader Implications

These allegations against NCDPS reveal a troubling environment that not only risks the wellbeing of employees but also undermines public trust. "The department's priorities are clear—they protect their own reputation at the expense of transparency and accountability," Reynolds said. "I am coming forward because I believe that no one should have to endure the retaliation and threats I experienced just for trying to uphold ethical standards."

Reynolds is hoping for a federal investigation to hold NCDPS accountable and to ensure protections for whistleblowers. "This case underscores the urgent need for structural reform in NCDPS," Reynolds concluded. "It is imperative that an independent investigation be conducted to ensure justice and rebuild public trust in an institution that plays a critical role in North Carolina's public safety."

This case exemplifies the need for enforced whistleblower protections, transparency, and ethical accountability within public safety institutions, especially where employees' careers, mental health, and personal wellbeing are at risk.

For more information, press inquiries, or to support the call for investigation, please contact

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<https://www.unitedwebrand.co/post/press-release-north-carolina-department-of-public-safety-accused-of-systemic-retaliation-blacklist>

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Source : William Reynolds

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