



**OFFICE OF INSPECTOR GENERAL**  
*City of Albuquerque*

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Inspector General

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**Report of Investigation**

**FILE NO:** 22-0052

**SUBJECT:** AWD – Euthanasia being placed on TikTok by an employee

**STATUS:** Final

**INVESTIGATOR:** J. S.

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*Melissa R. Santistevan*  
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**MELISSA SANTISTEVAN**  
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05/19/2022  
**Date of Completion**

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*Edmund E. Perea, Esq.*  
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**EDMUND E. PEREA, ESQ**  
**ACCOUNTABILITY IN GOVERNMENT**  
**OVERSIGHT COMMITTEE CHAIRPERSON**

06/29/2022  
**Date of Approval**

**DISTRIBUTION:**

- Honorable Mayor**
- President City Council**
- Chief Administrative Officer**
- City Councilors**
- Director Council Services**
- City Attorney**
- Department Director**
- Members, Accountability and Government Oversight Committee**
- File**

The Office of Inspector General (OIG) received an anonymous complaint on March 22, 2022, through the OIG online Tip and Reporting Form. The complaint stated that “The Foster/Volunteer Coordinator recorded the euthanizing of [a canine] on 12/23/2021 and proceeded to post it publicly on the social media platform, TikTok. This is inappropriate and uncalled for. Recording should not be happening and definitely should not be posted on Social Media. This happened twice and nothing has been done to the employee”.

Pursuant to City Ordinance 2-17-2, the Inspector General's goals are to (1) Conduct investigations in an efficient, impartial, equitable, and objective manner; (2) Prevent and detect fraud, waste, and abuse in city activities including all city contracts and partnerships; (3) Deter criminal activity through independence in fact and appearance, investigation and interdiction; and (4) Propose ways to increase the city's legal, fiscal and ethical accountability to insure that tax payers' dollars are spent in a manner consistent with the highest standards of local governments.

The complainant was concerned that this video was posted and that management did nothing to respond. The OIG searched TikTok with the name of the staff member alleged to have posted this video however, the video could not be found. The complainant stated that this video was posted on the staff member's personal page and recorded at work. In addition, the complainant, while on the phone, attempted to locate the video and stated that it must have been deleted from the TikTok application.

According to the City of Albuquerque, Administrative Instruction 2-25, Social Media Policy:

*Social media has the potential to fundamentally change the way in which residents and City Government communicate and interact. To address the evolving landscape of the Internet and the way we communicate online, Departments within the City of Albuquerque may use social media as a tool to reach a broader audience. The City encourages the use of social media to further the goals of the City and the mission of its departments.*

This Administrative Instruction does not reference information regarding employees posting on their personal social media accounts, or posting events that occur at work for personal use.

The Senior Personnel Labor Relations Officer for the Animal Welfare Department stated that this matter was addressed immediately upon management being notified. The supervisor of the subject employee was contacted by the OIG and stated that this matter was brought to her attention on March 2, 2022, and it was addressed with the employee the same day. Due to this being a personnel matter, the manner in which this was addressed will not be detailed in this case synopsis.

The manager also advised the OIG that all matters for social media posting have to be approved by her and that the subject employee indicated that they were doing this for educational purposes. Further, the manager stated that while staff may go into clinical rooms to speak with the medical staff about things such as spaying and neutering, for example, they should never go into exam rooms during procedures.

Lastly, the OIG spoke with the individual who was the subject of this allegation. The subject stated they immediately deleted the video upon speaking with their supervisor and HR. The intent was that this would be informative for the public to show that euthanasia, when necessary, is humane, sanitary, and peaceful.

The allegation that an employee of the Animal Welfare Department recorded and posted a video of canine euthanasia to TikTok is substantiated. This matter was already reviewed and addressed by the department. Based on this information, the fact-finding investigation is being closed.