

Federal Bureau of Investigation

Date: October 22, 2012

To: Ben Johnson
Sheriff
Volusia County Sheriff's Office
999 3rd Street
Holly Hill, Florida 32117

From: Unit Chief Greg Cappetta
FBI National Academy

Subject: Michelle L. Newman

Background

Below are the details regarding Michelle Newman's actions while attending the FBI National Academy (NA), session 250, and her subsequent dismissal:

Michelle Newman was a member of the 250 session of the FBI National Academy. This session began on Sunday July 15, 2012 with a welcoming by Unit Chief Greg Cappetta. Part of the welcoming speech covered the fact that students were selected to come to the NA because they had been identified as leaders. The speech stated that as leaders, there is the responsibility to lead by example, be a role model, a mentor, and also act in a manner that would make the student's department proud.

Monday July 16, 2012 began with a welcoming by Assistant Director Owen Harris and others from the FBI Academy. Following the welcoming, each section returned to their home rooms for administrative items necessary to begin the session. Some administrative items included making sure email addresses were correct for evaluation purposes, a security briefing, the students volunteering for variety of section responsibilities, and review of standards of conduct and academic standards. The standard of conduct form (attached) was covered by Supervisory Special Agent D. S. McCarley. Each student read, agree to, and signed this form. While the standard of conduct and academic standards were being reviewed, Unit Chief Cappetta was present and following this review emphasized the standards so each student would know that the NA takes these standards seriously. He emphasized that the standards were set in place to protect the integrity of the program and to keep the NA program prestigious among executive law enforcement training.

Each NA session is divided into six sections, Michelle Newman was a member of section 3 and was included in the brief by SSA McCarley and UC Cappetta. She signed the standard of conduct form and agreed to abide to the rules set in place.

During the later stages of the 250th session, it came to the attention of UC Cappetta that certain students had become "couples" and that the actions of these couples were becoming disruptive to the session. For example, during a trip to New York, one couple performed a dirty dance routine and it was described as so provocative that it offended other session members who were present. It should be noted that the trip to New York is not a NA related function and is coordinated solely the NA students of each session.

One of the couples that were identified was Michelle Newman and Robert Turner. Both Ms. Newman and Mr. Turner were married to other individuals but told another member of the session that they were in bad marriages to justify their relationship. This information came from Mr. Turner's roommate when he was interviewed regarding Turner's actions.

Approximately the 8th week of the session, the FBI counselors assigned to session 250 met with UC Cappetta and advised him that the session was becoming extremely irritated with the couples because of how they were acting, specifically that their morals were not high and that they were flaunting their relationships while at the NA. It was emphasized that this behavior by the couples was becoming disrupting to the entire session. Also, around this same time, a complaint came to UC Cappetta that Ms. Newman and Mr. Turner were sleeping in the same bed while Turner's roommate was present.

UC Cappetta interviewed Mr. Turner's roommate and learned that Mr. Turner frequently was observed in bed with Ms. Newman. When the relationship began, Mr. Turner's roommate would text Mr. Turner to let him know when he wasn't going to be in the room and then text him when he was coming back. Mr. Turner's roommate could only assume what was happening when he wasn't there but stated the practice when on for some time. Mr. Turner's roommate advised that he and Mr. Turner's room was reconfigured so that the furniture was placed between the beds to form a temporary wall. Mr. Turner would have visits from Ms. Newman and they would lie in bed together and watch movies while Mr. Turner's roommate was in the room. Mr. Turner's roommate advised that he tried not to pay attention to what was going on in the room but he could not help but overhear. He advised that he could hear Mr. Turner and Ms. Newman kissing and whispering to each other. He did not know what they were doing and did not know if they were having sex while he was in the room. Mr. Turner was interviewed by UC Cappetta and denied doing anything with Ms. Newman but also took an aggressive stance with UC Cappetta. Mr. Turner was summarily dismissed from the NA due to his lack of candor and aggressive stance.

UC Cappetta was unable to interview Ms. Newman because she had been admitted to the hospital about a week before graduation. The cause of the hospitalization was unknown because Ms. Newman refused to divulge this information to her FBI counselor. During the week of 9/17/12, Ms. Newman contacted UC Cappetta and spoke with him on the phone. She admitted that she had been in the same bed as Mr. Turner but did not admit to having sex with him in his room. She did admit to kissing, cuddling and fondling while in bed with him. Due to her hospitalization, Ms. Newman was unable to complete all of her classroom assignments with the rest of her session but did make efforts to complete these assignments and exams by working with her NA instructors.

Based on the information presented to the Assistant Director of the FBI Academy, it was determined that Ms. Newman would not be permitted to graduate from the NA. The reason this decision was made was that she violated the conduct standard which states, in part that "FBI NA students will be held accountable for their conduct while at and away from the Academy. Any misconduct, especially alcohol related misconduct where ever it may occur, will be critically assessed in order to determine the suitability of a person to remain a participant in the NA program." Furthermore, it was determined that the NA is a prestigious program and only the leaders in law enforcement should be representative of its high standards. Ms. Newman, by her actions, did not live up to the high standards required to represent the NA.

NATIONAL ACADEMY ACADEMIC AND CONDUCT POLICIES AND STANDARDS

National Academy (NA) policies and standards are based on the NA's Guiding Principles which supports the program's mission of personal and professional development, preparation to innovatively address law enforcement challenges, and forging law enforcement partnerships. In order to uphold the prestige of being an NA graduate and maintain the integrity of the NA academic program, the following policies and standards will be enforced:

1. No alcoholic beverages are permitted in the dormitories. Alcoholic beverages on Academy premises are only permitted in the Boardroom, at the Grove, and at the FBI Point unless otherwise approved by the NA Unit Chief.
2. Quiet hours in the dormitories begin at 11:00 P.M. on Sunday through Thursday, and 12:00 midnight on Friday and Saturday.
3. No firearms are allowed in the FBI Academy unless being taken directly to or from the gun vault. A firearm in the FBI Academy under any other circumstance will result in expulsion.
4. Students are forbidden to use FBI Internet computers to engage in malicious or unlawful activity, use abusive or objectionable language in either public or private messages, browse pornographic sites or chat rooms, or browse online gambling sites.
5. The FBI Academy adheres to the University of Virginia code of honor for students. Violations of this code include, but are not limited to, copying other student's papers, plagiarism, or taking credit for another person's work product.
6. Class attendance is mandatory. Students attending the NA are being paid by their respective departments, and these departments, as well as the FBI, expect that students will attend all classes and seminars. All requests for absences must be submitted on the student's department letterhead for approval by the NA Unit Chief, with notification to the instructor by the student. Absences resulting from emergencies must be followed up with a letter to the NA Unit Chief on the student's department letterhead upon the student's return to the FBI Academy. Only illnesses, emergencies, or other reasons authorized by the NA Unit Chief, can excuse a student from attending class.
7. Students must pass every course with a grade of C or higher in undergraduate courses and a grade of B or better in graduate courses. Students who fail any course will not graduate, nor receive a diploma.
8. FBI NA students will be held accountable for their conduct while at and away from the Academy. Any misconduct, especially alcohol related misconduct, where ever it may occur, will be critically assessed in order to determine the suitability of a person to remain a participant in the NA program.

M. Newman
Signature

07/16/12
Date

Michelle L. Newman
(Print name clearly)

250 03
Session Section

SECURITY ACCESS STANDARDS OF CONDUCT FOR ACADEMY STUDENTS

1. All visitors planning to visit with you at the Academy must be approved and requested with the visitor request forms available from your class counselor. The counselor will fax the clearly printed, completed and approved visitor request form to the Access Control Unit at the front gate.

All international visitors require TD Security Branch approval at least 48 hours in advance of a planned visit to any student at the academy. Once approved by the TD Security Branch the request will be sent to the main gate for access on the dates approved. Counselors and students will be informed of either, an approval or a denial, by TD Security Branch.

All US citizen visitors require the completed request form approved and sent 48 hours in advance of any planned visit. If a visitors access is not approved, the student may go to the gate for pickup. Under no circumstances will denied visitors be allowed access. **If forms are not filled out properly and legibly they will be rejected.**

2. All visitors must leave Academy grounds by 11:00 pm Sunday through Thursday and by 12:00 midnight on Friday or Saturday. Exceptions are staff sponsored events. All entries to the Academy for visitors is through the Jefferson main entrance.


3. Plan ahead....your list of visitors for your graduation must be complete and in to the counselor staff as soon as possible, and no later than the week prior to the graduation. Anyone not on the list will not be given access.

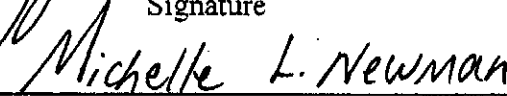
4. Badges will be worn at all times while inside the Academy buildings. If you go out for a run you must take your badge with you.

5. No service or personal firearms are allowed at the FBI Academy in dorm rooms or classrooms. Under certain circumstances, requiring security approval, firearms may be stored in the gun vault during academy attendance.

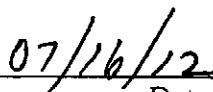
6. Personal cameras or any personal photographic equipment will be allowed only in designated areas. **See map at the Jefferson Desk for these locations.** If cameras are discovered outside of these areas, they will be confiscated and held until your departure. The only exceptions are during class sponsored events and on Graduation day--cameras will be allowed for graduation pictures only! Under no circumstances will FBI issued badges, credentials, sensitive areas, and operations be approved to be photographed during your stay at the FBI Quantico Complex.

7. Parking is only allowed in designated student parking areas.



Signature


(Print name clearly)



Date
NA250 --- 3
Session Section