

BEFORE THE WEBSTER COUNTY CIVIL SERVICE COMMISSION

)
CURTIS W. RUBY,) CASE NO.
Appellant,)
)
v.)
)
WEBSTER COUNTY SHERIFF'S OFFICE)
) AFFIDAVIT OF LAURIE SCHIPPER
)
)
)
Defendants.)
)

I, Laurie Schipper, swear and affirm as follows:

1. I am the Executive Director of the Iowa Coalition Against Domestic Violence (ICADV). I have served in that capacity for 24 years. I graduated in 1985 with a B.S. in Social Work from Iowa State University. Prior to my work with the Coalition, I worked in a battered women's shelter and rape crisis center in Ames, Iowa for 10 years. ICADV provides technical assistance and training to domestic violence advocates and other professionals who interface

with battered women and their children. In addition, ICADV participates in training and curriculum development and consults on public policy as it relates to violence against women. My work at the Coalition includes: supervision of the MUNA Legal Immigration Clinic providing legal assistance and advocacy to battered immigrant women and children; administering a national AmeriCorps program providing advocates for currently under served populations of Iowa; the Integrated Services Project providing cross training, referral, and program development between domestic violence centers and substance abuse agencies. ICADV also houses the A.S.I.S.T.A program, a national Office on Violence Against Women technical assistance resource for immigration attorneys and advocates.

2. I have known Curtis W. Ruby for over 20 years.

3. Curtis W. Ruby and I partnered to provide training to law enforcement and advocates on domestic violence from approximately 1987 to 1995. We trained and provide technical assistance to an estimated 200 law enforcement officers during that time period.

Without exception, Curtis W. Ruby has had the most profound professional impact on my work with the criminal justice system. He has taught me nearly everything I know about domestic violence and law enforcement, although I have found him to always defer to my experience in the field, respecting my knowledge and opinions.

4. Curtis W. Ruby has been a zealous victim advocate, always driven by the victim's safety and willing to do everything necessary in order to protect victims and hold perpetrators accountable, even when his advocacy makes him unpopular with co-workers or even superiors.

5. I have had numerous exchanges with local advocates with whom Curtis W. Ruby has worked as well as many officers that Curtis W. Ruby has trained and worked with over the

years. All of these exchanges reference the same information, that Curtis W. Ruby was instrumental in assisting victims and inspired them to be more victim sensitive. I have heard stories from Curtis W. Ruby directly, confirmed by local advocates, of how he explained to women who weren't ready to leave or to have their partner arrested, even those who were uncooperative or even hostile, that he understood why they were scared and not ready but that *he'd stand ready* for them whenever they called. Even today, I use Curtis W. Ruby's words when I train other officers. At the Law Enforcement Academy, new officers are often able to guess who I'm referring to even before I mention Curtis W. Ruby's name.

6. I have reviewed the statement of charges leveled against Curtis W. Ruby by Sheriff Brian Mickelson, and specifically those set out in paragraphs 14, 15 and 16. While I do not know the specific circumstances of these calls, I know that for all of the time I have known and worked with him, Curtis W. Ruby has been devoted to the safety and well-being of victims of domestic violence. It is impossible to believe the allegations leveled against him, given his unblemished record of complete attention to victim safety and victim rights.

7. It is my opinion that because of Curtis W. Ruby's sensitive nature, nonjudgmental demeanor and thorough understanding of victimization, he has been a lightning rod for many in law enforcement. Curtis W. Ruby has a difficult time stepping back while other, often more seasoned officers, blamed victims or failed to intervene effectively. I know that his commitment to victims has not always been popular with others in his department. Curtis W. Ruby has called me in confidence on several occasions to problems solve how to best address his fellow officers and their less than empathetic approaches.

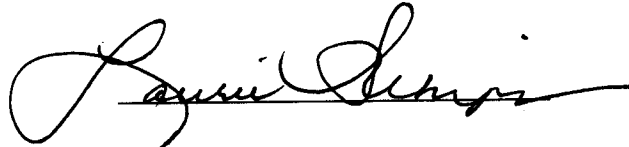
8. The anti-violence movement in Iowa owes a great debt of gratitude to Curtis W. Ruby. His commitment and compassion for victims of violence is unparalleled.

9. He is a man driven by "doing the right thing" not always the easy thing.

10. Curtis W. Ruby is a past recipient of the Iowa Coalition Against Domestic Violence Gold Seal Award for excellence in serving victims of domestic violence above and beyond the line of duty. The staff of the Domestic Sexual Assault Outreach Center in Fort Dodge, Iowa nominated Curtis W. Ruby for this prestigious award because of his consistent exemplary work with victims.

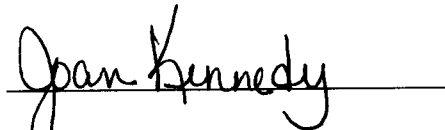
11. To lose Curtis W. Ruby from the law enforcement community is a blow to victim's rights and safety, to women and their children and to the state community working against family violence.

I hereby swear and affirm that the above and foregoing are matters within my personal knowledge and that they are true and correct to the best of my knowledge and belief.



Laurie Schipper

Subscribed and sworn to before me this 19th day of February, 2008.



Notary Public State of Iowa

