

Hostile interactions on
social media and via
email with PARD Social
Media Specialist



City of El Paso
Parks and Recreation Department
Injury/Incident Report
(NON-EMPLOYEE)



Complete this report immediately following any Injury/Incident and notify the immediate supervisor.
Reports are due to the Parks and Recreation Administrative Office within 2 business days.

Incident Date:	12/2/2025	Incident Time:	14:40	AM	<input checked="" type="checkbox"/>	PM
Incident Location:	Via Email					
Person(s) Involved:	Raul Diaz					
Parent's Name (if minor):						
Street Address:	801 Texas Ave.					
City:	El Paso	State:	TX	Zip Code:	79901	Phone: 915-373-1563

Type of Injury/Incident (Continue on Page 2, if more space needed)

Email Hostile/Unprofessional Conduct

Describe What Happened (Continue on Page 2, if more space needed)

Javier Macias, a contracted Inline Hockey Sports Official at Nations Tobin Sports Center, has sent multiple emails demanding that his program receive social media promotion at the same level as WinterFest, a City signature event. Despite being advised of established marketing protocols, Mr. Macias has continued to send excessive and repetitive emails regarding this matter. Additionally, Mr. Macias has publicly referenced and shared my full name in several posts on El Paso Parks and Recreation social media platforms and included my name in emails sent to the Mayor's Office, City Council District Representatives, and media outlets. In multiple communications directed to me, Mr. Macias used unprofessional language, including statements suggesting that I should be removed from handling marketing responsibilities due to the nature of the task.

Action Taken (Continue on Page 2, if more space needed)

All emails have been shared with my Director as well as social media screenshots of Javier Macias's unprofessional conduct.

EMS Called? Yes No Transported to: _____

Police Called? Yes No PD Case No.: _____

Witnesses	Check One		Title (if applicable)
	Staff	Other	
Name			
Mike Gonzalez	X		Recreation & Sports Coordinator
Malanie Gardea	X		Recreation Program Supervisor

Employee Completing Injury/Incident Report

Employee Name (print)	Title	Signature	Date
Raul Diaz	Media Specialist		12/2/2025

Reviewed

Reviewer	Employee Name (print)	Signature	Date
Site Supervisor/Coordinator			
Division Manager			
Assistant Director	VACANT		
Director	Pablo Caballero		01/14/26

Type of Injury/Incident (Continued from first page)

Describe What Happened (Continued from first page)

This pattern of behavior has created an uncomfortable and hostile work environment. The repeated demands, public naming, and tone of the communications are being documented as harassment and unprofessional conduct.

Action Taken (Continued from first page)

Diaz, Raul

From: Javier Macias [REDACTED]
Sent: Wednesday, November 26, 2025 4:27 PM
To: Gonzales, Mike
Cc: Gardea, Malanie; Diaz, Raul; [REDACTED]
Subject: Re: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

You don't often get email from [REDACTED]. [Learn why this is important](#)

CAUTION: This email originated from outside of the City of El Paso. Do not click links or open attachments unless you recognize the sender and know the content is safe. If suspicious, use **Phish Alert** or forward to SpamReport@elpasotexas.gov.

Thank you,

Also please make sure these posts are in collaboration with @elpasoinlinehockey

Thank you.

Javier Ernesto Macias
Cell Phone
[REDACTED]

On Wed, Nov 26, 2025 at 10:07 AM Gonzales, Mike <GonzalesM@elpasotexas.gov> wrote:
Hello Sir,

If you need anything else please let us know.
We are excited to offer the youth program.
Javier and Eric have resuscitated the youth program .. any help you can give us will be much appreciated.

Mike

Get [Outlook for iOS](#)

From: Gardea, Malanie <GardeaM@elpasotexas.gov>
Sent: Wednesday, November 26, 2025 9:54:39 AM
To: Diaz, Raul <DiazRX1@elpasotexas.gov>
Cc: Gonzales, Mike <GonzalesM@elpasotexas.gov>; [REDACTED]

Subject: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

Good morning Raul,

We have a couple of programs that are going to start up at the start of next month and wanted to request Social Media posts advertising the following programs. Attached are the flyers that are posted on quickscores.

Details:

3v3 Youth Inline Hockey

Starts Dec 9 at Nations Tobin Sports Center!

Ages 6+ • \$40 per participant, all participants must have a Valid Player ID (\$5) Parent Packet (\$5) and waivers on file.

Register now at Nations Tobin Sports Center (915) 212- 0550 !

Adult Winter Inline Hockey

Starts Dec 9 at Nations Tobin Sports Center!

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Register now at Nations Tobin Sports Center (915) 212- 0550 !

QuickScores Link : <https://www.quickscores.com/elpaso>

Thank you in advance for your support in promoting these upcoming sports programs! Please let me know if you need any other details about the programs.

Best,

Malanie Gardea

Recreation Program Supervisor

Nations Tobin Sports Center

O: (915) 212-0550

C: (915) 283-8734

Gardeam@elpasotexas.gov



Diaz, Raul

From: Javier Macias [REDACTED]
Sent: Thursday, November 27, 2025 6:28 AM
To: Diaz, Raul
Cc: Gardea, Malanie; [REDACTED] Gonzales, Mike
Subject: Re: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

You don't often get email from [REDACTED] [Learn why this is important](#)

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Good morning,

Please see below, how many posts do the other programs or events have, for example, Winterfest is excessive, even a countdown, map, voting poll.

Raul, I am going to request to your Boss a meeting you and I can have a sit down and go over the strategies to attract more people to Nations Tobin Park, If you are too busy or if it's a skill or will issue, we can gladly relieve you from the burden of handling such difficult task.

Pablo agreed that there will be more participation and utilization of the social media platforms to promote not only hockey but roller derby, soccer, and other activities. Hopefully you can post this as soon as you return and not after the league begins like the learn to skate clinic or just one post every 2 weeks.

I take no days off from volunteering which is why you will see this email sent during the holidays, I will give you a couple of days to catch up since you are out of office, I hope you rest and come back refreshed and ready to work so we can be very proud of you as Monica mentioned this is a partnership, we need you to meet us halfway.

Thank you.



epxparisrec

Following

Message

...

976 posts

12.7K followers

52 following

El Paso Parks and Recreation

Government organization

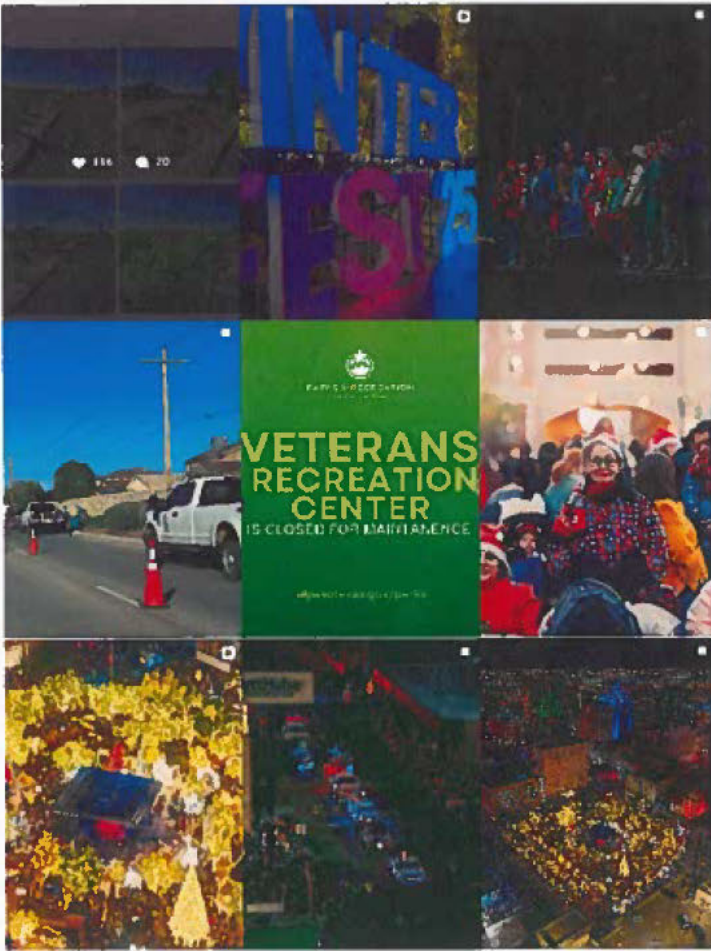
The Official Instagram of the City of El Paso Parks and Recreation Department

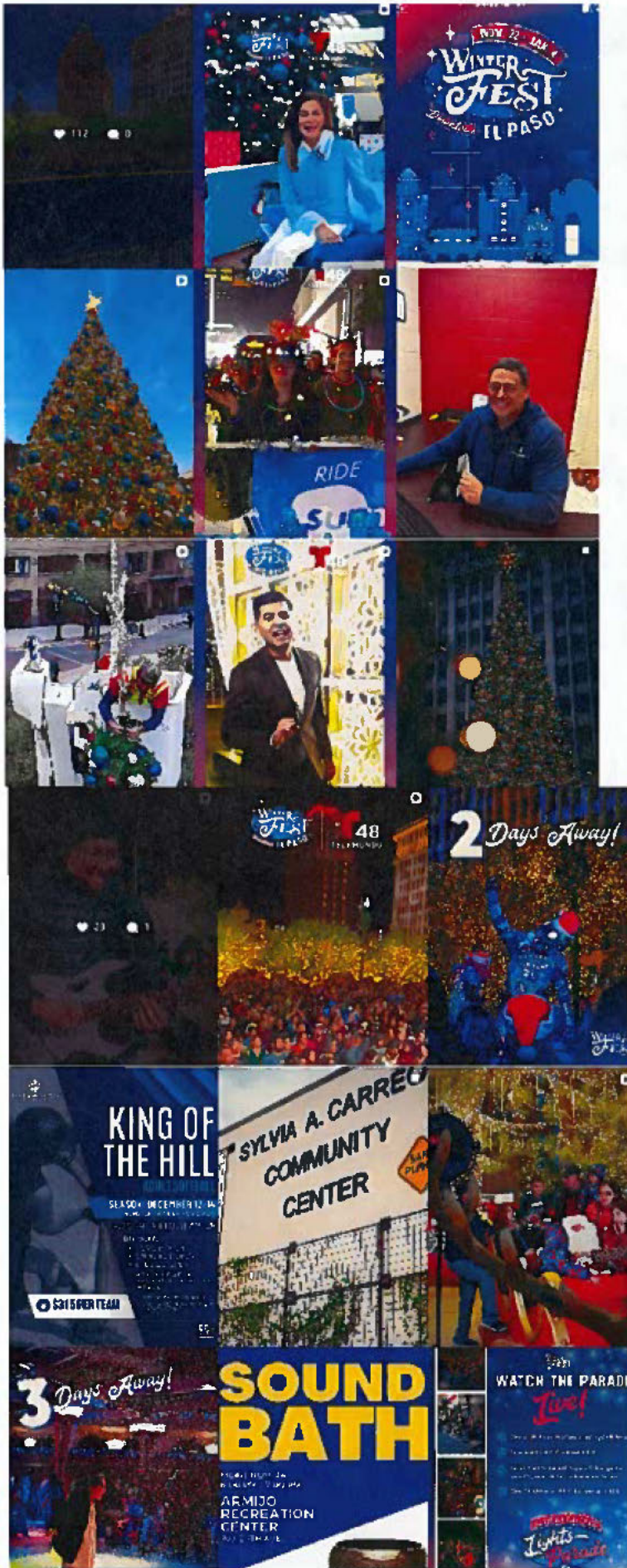
801 Texas Ave, El Paso, Texas 79901

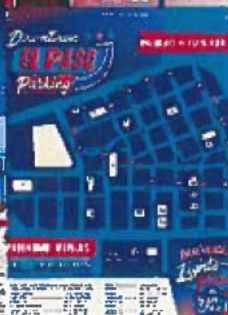
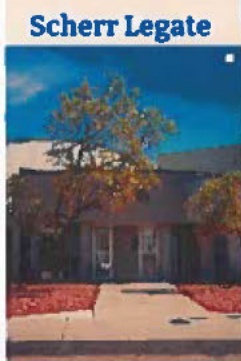
www.elpasotexas.gov/parks and 1 more

Followed by [arlene_perez](#) and 10 more









Javier Ernesto Macias
Cell Phone

On Wed, Nov 26, 2025 at 4:27 PM Javier Macias [REDACTED] wrote:

Thank you,

Also please make sure these posts are in collaboration with @elpasoinlinehockey

Thank you.

Javier Ernesto Macias
Cell Phone

On Wed, Nov 26, 2025 at 10:07 AM Gonzales, Mike <GonzalesM@elpasotexas.gov> wrote:

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Javier and Eric have resuscitated the youth program .. any help you can give us will be much appreciated.

Mike

Get [Outlook for iOS](#)

From: Gardea, Malanie <GardeaM@elpasotexas.gov>

Sent: Wednesday, November 26, 2025 9:54:39 AM

To: Diaz, Raul <DiazRX1@elpasotexas.gov>

Cc: Gonzales, Mike <GonzalesM@elpasotexas.gov>, [REDACTED]

Subject: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

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Thank you in advance for your support in promoting these upcoming sports programs! Please let me know if you need any other details about the programs.

Best,

Malanie Gardea

Recreation Program Supervisor

Nations Tobin Sports Center

O: (915) 212-0550

C: (915) 283-8734

Gardeam@elpasotexas.gov



Diaz, Raul

From: Javier Macias [REDACTED]
Sent: Tuesday, December 2, 2025 2:39 PM
To: Diaz, Raul
Cc: Gardea, Malanie [REDACTED] Gonzales, Mike
Subject: Re: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

You don't often get email from [REDACTED] [Learn why this is important](#)

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Hello Raul,

It would be good if you reply to my request or acknowledge my emails. After all, I am sending them to you directly. Also, It is Malanie, not Melanie,

We also need you to please send the communication through the Parks Mailing list just exactly as you send the one for Winterfest multiple times.

You can space them out accordingly, no need to send spam mail.

Thank you!

Javier Ernesto Macias
Cell Phone

On Mon, Dec 1, 2025 at 4:45 PM Gonzales, Mike <GonzalesM@elpasotexas.gov> wrote:
Thank you sir !

MG

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From: Diaz, Raul <DiazRX1@elpasotexas.gov>
Sent: Monday, December 1, 2025 4:36:52 PM
To: Gardea, Malanie <GardeaM@elpasotexas.gov>
Cc: Gonzales, Mike <GonzalesM@elpasotexas.gov> [REDACTED]

Subject: RE: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

Hi Melanie,

Thank you for sending the promotional graphics over of the upcoming winter programming. The Youth Inline Hockey graphic has been posted on socials. Will schedule the Adult one tomorrow.

Best,



Raul Diaz

Media Specialist

City of El Paso | Parks and Recreation
O: (915) 212-1720 | C: (915) 373-1563

From: Gardea, Malanie <GardeaM@elpasotexas.gov>
Sent: Wednesday, November 26, 2025 9:55 AM
To: Diaz, Raul <DiazRX1@elpasotexas.gov>
Cc: Gonzales, Mike <GonzalesM@elpasotexas.gov> [REDACTED]
Subject: Parks and Recreation: Inline Hockey Programs - Social Media Posts Request

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