



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0870

Issued Date: 01/25/2017

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.140 (2) Bias-Free Policing: Officers Will Not Engage in Bias-Based Policing (Policy that was issued August 1, 2015)
OPA Finding	Not Sustained (Unfounded)
Allegation #2	<u>Seattle Police Department Manual</u> 5.001 (9) Standards and Duties: Employees Shall Strive to be Professional at all Times (Policy that was issued April 1, 2015)
OPA Finding	Not Sustained (Inconclusive)
Final Discipline	N/A

INCIDENT SYNOPSIS

The Named Employee was working at a ferry dock.

COMPLAINT

The Complainant alleged that the Named Employee treated her unprofessionally, by not allowing her on the ferry, and that it may have been because of her race.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint
2. Search for and review of all relevant records and other evidence
3. Interview of SPD employee

ANALYSIS AND CONCLUSION

The complainant alleged the Named Employee treated her unfairly because of her race. The complainant did not assert any fact, alleged statement or reported action by the Named Employee to support the allegation that he took action against her based on bias. In addition, the Named Employee denied any bias and reported his enforcement of “line-jumpers” was a frequent, daily occurrence.

The complainant also alleged that the Named Employee treated her unprofessionally, but the interaction between the complainant and the Named Employee was not recorded and there were no known third party witness to it. The Named Employee and the complainant had very different accounts of what happened and what was said.

FINDINGS

Named Employee #1

Allegation #1

A preponderance of the evidence did not support the allegation. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Bias-Free Policing: Officers Will Not Engage in Bias-Based Policing*.

Allegation #2

There was not a preponderance of the evidence either supporting or refuting the allegation. Therefore a finding of **Not Sustained** (Inconclusive) was issued for *Standards and Duties: Employees Shall Strive to be Professional at all Times*.

NOTE: The Seattle Police Department Manual policies cited for the allegation(s) made for this OPA Investigation are policies that were in effect during the time of the incident. The issued date of the policy is listed.