



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0927

Issued Date: 06/14/2017

Named Employee #1	
Allegation #1	Seattle Police Department Manual 5.001 (9) Standards and Duties: Employees Shall Strive to be Professional at all Times (Policy that was issued April 1, 2015)
OPA Finding	Sustained
Final Discipline	1 Day Suspension and Referral to City ADR

Named Employee #2	
Allegation #1	Seattle Police Department Manual 5.001 (9) Standards and Duties: Employees Shall Strive to be Professional at all Times (Policy that was issued April 1, 2015)
OPA Finding	Sustained
Final Discipline	1 Day Suspension and Referral to City ADR

INCIDENT SYNOPSIS

The Named Employees were involved in a physical confrontation.

COMPLAINT

The complainant, a supervisor within the Department, alleged the Named Employees were involved in a mutual scuffle/wrestling match in the men's locker room at the precinct in which no alleged blows were delivered or sustained.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint memo
2. Interviews of SPD employees

ANALYSIS AND CONCLUSION

The preponderance of the evidence from this investigation showed that both Named Employee #1 and Named Employee #2 engaged in a physical confrontation in the men's locker room in the precinct. Both Officers indicated there was physical contact, and while no blows were thrown, the two Named Employees had to be separated by a witness for the confrontation to end. Such behavior not only jeopardizes the safety of each Named Employee, but also creates a situation that is unsafe for all Officers present. Engaging in physical confrontations in the work place creates an unsafe work environment, undermines other officers and undermines the effectiveness of the Department when there as such conflicts between Officers.

FINDINGS

Named Employees #1 and #2

Allegation #1

A preponderance of the evidence showed that both Named Employee #1 and Named Employee #2 engaged in a physical confrontation. Therefore a **Sustained** finding was issued for *Standards and Duties: Employees Shall Strive to be Professional at all Times*.

Discipline Imposed: 1 Day Suspension and Referral to City ADR

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.