



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-1478

Issued Date: 04/20/2016

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 01/30/2014)
OPA Finding	Not Sustained (Unfounded)
Allegation #2	<u>Seattle Police Department Manual</u> 5.001 (9) Employees Shall Strive to be Professional at all Times (Policy that was issued 07/16/14 and 04/01/2015)
OPA Finding	Not Sustained (Unfounded)
Final Discipline	N/A

INCIDENT SYNOPSIS

The Named Employee was off-duty.

COMPLAINT

During an OPA interview for another case, the complainant alleged that the Named Employee may have engaged in biased policing and cited racially insensitive comments that the Named Employee was alleged to have made to her about his work.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint email
2. Interview of the complainant
3. Search for and review of all relevant records and other evidence
4. Interview of SPD employees

ANALYSIS AND CONCLUSION

The OPA investigation included research into the documented work products of the Named Employee during the time period of the complaint. OPA was not able to corroborate any of the allegations the complainant made regarding the allegations in this case. Specifically, OPA was not able to identify that the Named Employee conducted bias policing in any work product researched for this investigation.

FINDINGS

Named Employee #1

Allegation #1

There was no evidence to support the allegation that the Named Employee conducted bias policing. 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 no evidence to support the allegation that the Named Employee was unprofessional. Therefore a finding of **Not Sustained** (Unfounded) was issued for *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.