



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-0057

Issued Date: 07/30/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (9) Professionalism (Policy that was issued 07/16/14)
OPA Finding	Sustained
Final Discipline	Written Reprimand

INCIDENT SYNOPSIS

The named employee, a civilian, arrived to his workplace late for a unit meeting. He appeared to be flustered and distressed, and repeatedly used profanity in the workplace. He threw an object on a co-worker's desk, causing concern among your co-workers. He also approached co-worker from behind and prodded him just above his hip. While he did not injure his co-worker, he startled him.

COMPLAINT

The complainant, a supervisor within the department, alleged that the named employee inappropriately touched a co-worker and used profanity in the workplace.

INVESTIGATION

The OPA investigation included the following actions:

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

ANALYSIS AND CONCLUSION

Despite personal circumstances, once an employee enters the workplace, they should be prepared to behave in a professional manner. This includes keeping their language, emotions and physical actions under control. The named employee's behavior caused his co-worker's to be concerned about his well-being and their own. Every member of the police service should represent the Department at all times in a way that allows the community to have faith in their professionalism.

FINDINGS

Named Employee #1

Allegation #1

The weight of the evidence showed that the named employee's behavior was unacceptable. Therefore a **Sustained** finding was issued for *Professionalism*.

Discipline imposed: Written Reprimand

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.