



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2016-0650

Issued Date: 03/31/2017

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (3) Standards and Duties: Employees Must Attend All Mandatory Training (Policy that was issued April 1, 2015)
OPA Finding	Not Sustained (Unfounded)
Final Discipline	N/A

INCIDENT SYNOPSIS

The Named Employee did not complete mandatory training.

COMPLAINT

The complainant, the Compliance Bureau, alleged that the Named Employee did not complete the Mandatory Interacting with Transgender Individuals e-learning training as required by SO16-006 & SO16-006A.

INVESTIGATION

The OPA investigation included the following actions:

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

ANALYSIS AND CONCLUSION

The Named Employee was put on administrative leave on 03/03/2016 and while he could have taken the course prior to that time, he had thought he would have sufficient time to complete prior to being placed on Administrative Leave. However, once he was placed on Administrative Leave, the Named Employee had no opportunity to complete the training.

FINDINGS

Named Employee #1

Allegation #1

A preponderance of the evidence showed that once the Named Employee was placed on Administrative Leave, he had no opportunity to complete the training. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Standards and Duties: Employees Must Attend All Mandatory Training*.

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.