



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2014-0523

Issued Date: 04/21/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (9) Professionalism (Policy that was issued 07/16/14)
OPA Finding	Not Sustained (Inconclusive)
Final Discipline	N/A

INCIDENT SYNOPSIS

The named employee was an instructor for a class of law enforcement officers from several different agencies. This took place in another state and was not arranged by or in affiliation with the Seattle Police Department (SPD). The named employee was working for a private company that provides this training. This was authorized secondary employment and the named employee was identified as a SPD employee.

COMPLAINT

The complainant alleged that the named employee made inappropriate offensive remarks about a student who attended a training class where the named employee was the instructor.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint letter
2. Interview of the student (subject) who express offense at the comments made
3. Interview of witnesses (other students in the class)
4. Search for and review of all relevant records and other evidence

ANALYSIS AND CONCLUSION

After reviewing the evidence, including witness interviews, it was found that the named employee did make some of the statements alleged by the subject. However, with the exception of the subject, none of the other students interviewed considered the comments to be “derogatory, contemptuous, or disrespectful toward any person.” The comments known to have been made were not disrespectful or derogatory in themselves, but could be considered so depending on the context and perspective of the person hearing them.

FINDINGS

Named Employee #1

Allegation #1

The evidence showed that it could neither be proved nor disproved that the named employee was unprofessional in his comments. Therefore a finding of **Not Sustained** (Inconclusive) was issued for *Professionalism*.

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.