



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2017-0013

Issued Date: 07/20/2017

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 August 1, 2015)
OPA Finding	Not Sustained (Unfounded)
Allegation #2	<u>Seattle Police Department Manual</u> 5.001 (9) Standards and Duties: Employees Shall Strive to be Professional at all Times (Policy that was issued April 1, 2015)
OPA Finding	Not Sustained (Unfounded)
Final Discipline	N/A

INCIDENT SYNOPSIS

The Named Employee responded to a grocery store regarding a shoplifter.

COMPLAINT

The Complainant alleged that the Named Employee was unprofessional when he reported that she followed him outside when she denied doing so. She also alleged the Named Employee tried to intimidate her and was biased against her because of her race.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint
2. Search for and review of all relevant records and other evidence
3. Review of In-Car Videos (ICV)
4. Interview of SPD employee

ANALYSIS AND CONCLUSION

The OPA investigation produced no evidence to support the allegation that the Named Employee took some form of police action that was motivated by bias. In fact, the Named Employee was called to a store to handle a shoplifting case and, while there, was asked by the store management to help them remove the Complainant who was causing a disturbance in the store and refused to leave when asked to by the store management. In-Car Video and witness statements supported the conclusion that the Named Employee engaged in no behavior and said nothing that indicated any bias against the Complainant.

The OPA investigation showed that the Named Employee was patient and calm when dealing with the Complainant. The Named Employee distanced himself from the Complainant when she indicated she was upset with him. The Named Employee also asked for additional officers to respond before he engaged directly with the Complainant. The evidence from the OPA investigation showed the Named Employee attempted to de-escalate the situation in a variety of ways and exercised patience and restraint in response to the Complainant's confrontational behavior and speech.

FINDINGS

Named Employee #1

Allegation #1

A preponderance of the evidence showed that the Named Employee engaged in no behavior and said nothing that indicated any bias against the Complainant. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Bias-Free Policing: Officers Will Not Engage in Bias Based Policing*.

Allegation #2

A preponderance of the evidence showed that the Named Employee attempted to de-escalate the situation in a variety of ways and exercised patience and restraint. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Standards and Duties: 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.