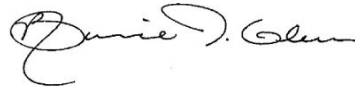


Issued Date: May 27, 2026

From: Director Bonnie Glenn
Office of Police Accountability



Case Number: 2025OPA-0451

Allegations of Misconduct & Director's Findings

Named Employee #1

1. **Allegation #1: 5.001 - Standards and Duties POL-10. Employees Will Strive to be Professional**
Finding: Not Sustained - Unfounded
 2. **Allegation #2: 5.001 - Standards and Duties POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy**
Finding: Not Sustained - Unfounded
 3. **Allegation #3: 5.001 - Standards and Duties, 5.001-POL 15. Employees Obey Any Lawful Order Issued by a Superior Officer.**
Finding: Sustained
 - **Imposed Discipline: Written Reprimand**
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This Closed Case Summary (CCS) represents the opinion of the OPA Director regarding the misconduct alleged and therefore sections may be written in the first person.

Executive

Summary:

The Complainant, then a civilian SPD employee, exchanged messages with Named Employee #1 (NE#1), a sworn SPD employee, before their outing on November 10, 2025. The Complainant alleged that NE#1 made unwanted sexual advances toward her. The Complainant also alleged that after a superior officer ordered NE#1 to cease communication with her, he still contacted her.

Administrative Note:

On May 8, 2026, the Office of Inspector General certified OPA's investigation as thorough, timely, and objective.

Summary of the Investigation:

OPA investigated this incident by reviewing the OPA complaint, incident report, text messages, and Instagram messages. OPA also interviewed the Complainant and NE#1.

A. OPA Complaint

On November 24, 2025, the Complainant submitted an OPA complaint. She wrote that she encountered NE#1 during work and communicated with him through Instagram and text messages. She described NE#1's messages as "inappropriate and sexual in nature," which made her feel uncomfortable. She indicated that she informed NE#1 of her loyalty to her husband and felt uncomfortable in engaging in intimacy with NE#1. She wrote that she met NE#1 on the evening of November 10, 2025, during which he encouraged her to drink and proposed intimacy, while also expecting her to "make the first move." She indicated that she declined both suggestions but proposed that they visit a billiards venue. She wrote that NE#1 made uncomfortable comments while they played pool and, at one point, moved close to her, grabbed the back of her neck, and attempted to kiss her, prompting her to push him away because she "did not want that" and "did not ask for that." She wrote that NE#1 drove her home and expressed disappointment over not progressing further. She wrote that NE#1 texted her the following day about how he would "never quit" despite her rejections. She described her "main concern" as being hesitant to NE#1's advances while they were socializing, despite informing him that she felt uncomfortable and did not want his advances. She felt NE#1 "crossed the line after being told no multiple times."

B. Incident Report

An officer investigated the incident, interviewed the Complainant, and prepared an incident report. The officer reviewed and summarized the Instagram and text messages. The officer also documented the Complainant's account of the events she claimed occurred during the outing with NE#1. The officer reached the following conclusions:

Given the conversation leading up to their date at the bar, it appeared objectively reasonable that [NE#1] would believe [the Complainant] may also want to kiss him. Specifically when he told her about making out before/after work, she asked him how he would plan that, and she later asked him to come see her in a parking lot after she had gotten off work. [NE#1] specifically made a remark to her about them having some sort of sexual interaction on this date, to which she did not rebuff besides telling him that he could not say those things in front of her husband. Therefore during their date, I do not believe [NE#1] would have known she did not want him to attempt to kiss her. When she rebuffed his advance, he did not continue to try and kiss her, and they continued to talk to each other over text and Instagram. [The Complainant] explicitly told him over text that they were okay, and the incident at the bar was not an issue.

The officer documented finding insufficient probable cause for a crime during this incident.

C. Instagram and Text Messages

Between October 30, 2025, and November 7, 2025, NE#1 and the Complainant exchanged messages through Instagram and text. Their conversations initially revolved around casual topics as they became acquainted, but those conversations became increasingly flirtatious over time. NE#1 consistently expressed his attraction to the Complainant, complimenting her appearance and expressing his desire for more intimate encounters.

Conversely, the Complainant did not reciprocate NE#1's advances with equal excitement but instead expressed appreciation for his compliments, responded with "likes" on his messages, sent flirtatious emojis, engaged with some of NE#1's expressed desires, and consented to meet outside of work. Although the Complainant at one point asked NE#1 to moderate his messages, she appeared to subtly suggest the potential for a more physical relationship. The parties indicated that they were married (not to each other), yet their spouses expressed some flexibility toward monogamy. However, the Complainant emphasized her loyalty to her husband and her desire to respect their boundaries, particularly concerning intimacy. She particularly noted her wish for a male friend who understood her better than anyone else, apart from her husband, and whom she could trust for advice and emotional support.

Following their November 10 outing, the Complainant texted NE#1 expressing her feelings about the evening, her desires, and whether she needed more time to figure out her feelings. He asked about how he should behave around her and whether the flirting was appreciated and reciprocated. She replied that she still wanted to maintain a friendship but did not want "anything outside of hugs and stuff," while also acknowledging that she was "super friendly" and "flirtatious." He wrote that he would refrain from initiating further advances and would "tone it down" if it were excessive. However, he indicated that he would never quit, even if she rejected him all night.

On a different day, NE#1 sent the Complainant an Instagram "reel," which read, "men will ruin ur life and then send you an ig reel[.]" Subsequently, she blocked NE#1 on Instagram. NE#1 texted her, asking the reason for the block, to which she replied that she felt disrespected by that reel. Several days later, she asked if they could talk, to which he replied that he had been ordered not to communicate with her under threat of discipline, so he asked her to stop contacting him.

Later, NE#1 messaged the Complainant, writing, "Listen I'm taking a huge risk texting you right now, so I will be brief." NE#1 communicated having no "hard feelings" against her for filing an OPA complaint but would deal with the OPA investigation. He wrote that he would refrain from texting her any further but sought to "clear the air."

D. OPA Interviews

Complainant

On December 10, 2025, OPA interviewed the Complainant, who identified herself as a call taker for SPD's 911 Communications Center. She said she and NE#1 formed a close platonic relationship, although NE#1 sought intimacy. She said she was uninterested in intimacy due to her marriage and loyalty to her husband, so she believed NE#1 would honor that commitment. She said her husband allowed her to maintain friendships with men, assuming no intimacy was involved. She said her husband was aware of her outing with NE#1.

The Complainant said that on November 10, 2025, NE#1 took her to an ale house, where he encouraged her to drink alcohol, but she declined, as she did not want to drink with someone she did not know well. She said NE#1 proposed intimacy, but she declined, as she was unwilling to engage in infidelity. She said NE#1's wife permitted his intimacy with other women. She said NE#1 then drove her to a park and again proposed intimacy, which made her feel uncomfortable and confused, but she declined again. She said NE#1 then drove her to a business parking lot, where she proposed that they should visit the billiards venue.

The Complainant said NE#1 again encouraged her to drink alcohol while they were at the billiards venue, but she declined. She said that while they played pool, NE#1 proposed intimacy again, which made her feel uncomfortable. She said she continued playing pool and having a platonic conversation with NE#1 when, at one point, he grabbed the pool stick from her, placed his hand on the back of her neck, and pulled her toward him for a kiss. She said she pushed him away and repeatedly stated, "No." She said they finished their game, after which NE#1 drove her home but continued proposing intimacy, which she declined. She said she felt anxious and traumatized.

The Complainant said they continued exchanging messages following that night. She said that on November 14, NE#1 sent her an Instagram reel she found offensive, so she blocked him. She said that on November 16, she reported unwanted sexual advances to a sergeant, but she felt she had not given NE#1 an opportunity to explain himself, so she texted him, "Can we talk?" She said he responded by instructing her to stop contacting him since he had been ordered to do so. She said he still contacted her, writing, "Listen I'm taking a huge risk texting you right now."

Named Employee #1

On March 25, 2026, OPA interviewed NE#1. He confirmed he had communicated with the Complainant via Instagram and text, which he described as platonic but evolved into flirtatious conversations. He said she indicated a desire for a "special friend" with whom she could socialize and spend time. He said she established physical boundaries, which allowed hugging at most. He said he acknowledged these boundaries but found her behavior confusing, as she never explicitly rejected intimacy. He stated, "She never said, 'Yes,' but she never said, 'No.'" He said he acknowledged her husband's boundaries, which permitted friendships with males without intimacy.

NE#1 said his first "date" with the Complainant occurred on November 10, 2025, when he first took her to an ale house. He said she was quite talkative, but he denied having any inappropriate physical contact with her. He said he then drove her to a park at her request but was confused as to why they were at a closed, secluded park when she indicated wanting nothing more than a "special friendship." He said he then drove her to a business parking lot at her request. He said she expressed her discontent with others leaving her—a comment he found concerning because he feared she might file an OPA complaint against him if he upset her. He said she unfastened her seatbelt and turned her body toward him. He said he did not want intimacy with her in his car and did not trust her, especially since she established boundaries. He maintained that she would need to initiate intimacy. He said he proposed a visit to a billiards venue.

NE#1 said he offered alcohol to the Complainant at the billiards venue, but she declined. He said they played pool while joking and flirting with each other. He said they shared one pool stick, and when he reached to take it from her, she still held onto it, began laughing, stared at him, and asked, "Can I help you?" He said he leaned close to her, anticipating her to flinch, and then stared at her. He said this moment was the closest he had been to her throughout the entire night. He said she flinched, after which he grabbed the pool stick and laughed. He said she also laughed, and they

continued playing pool. He said he told her, “You see, I told you that nothing was going to happen.” When OPA asked whether he tried kissing her, he denied it, claiming that he was not close enough to kiss her. He said she did not ask to go home but instead wanted to play one more pool game. He said he played all four games with her, and at no point did she show any signs of discomfort or indicate a desire to leave. He said he feared her because she had mentioned using the complaint system against a supervisor with whom she was having issues.

NE#1 said he drove the Complainant home while having an awkward conversation about the night. He said he told her that if intimacy occurred, she would have been the one to initiate it. He said she acknowledged this night as their first date. He said she became upset and believed he would stop communicating with her. He said that on the following day, she proposed to meet with him again.

NE#1 said the Complainant wanted “attention” or “sexual tension” at work, meaning she sought flirtation without intimacy. He said he expressed his desire to engage in intimacy with her outside of work. He admitted to having flirtatious conversations with her during work hours. He said a captain ordered him not to contact her after she had blocked him and an incident report was prepared, but he admitted to contacting her despite that order. He perceived her filing the OPA complaint and the incident report as acts of retaliation.

Analysis and Conclusions:

Named Employee #1 – Allegation #1

5.001 – Standards and Duties, 5.001-POL-10. Employees Will Strive to be Professional

The Complainant alleged that NE#1 made unwanted sexual advances toward her.

SPD employees must “strive to be professional.” SPD Policy 5.001-POL-10. Further, “employees may not engage in behavior that undermines public trust in the Department, the officer, or other officers,” whether on or off duty. *Id.*

NE#1’s conduct fell within the bounds of mutual, though poorly defined, interaction between consenting adults, rather than unprofessional misconduct. The parties’ communications before their November 10 outing reflected reciprocal flirtation. Although NE#1 initiated most of these flirtatious or suggestive comments, the Complainant did not clearly or consistently reject them. Instead, she engaged with his messages through “likes,” flirtatious emojis, ongoing conversation, and agreement to meet outside of work. She also entertained some of his suggestions. Given her mixed signals—especially since, according to NE#1, she had never said, “Yes” but never said, “No”—NE#1 could have reasonably inferred that some form of intimacy might have been permissible.

On November 10, the parties spent time together at an ale house, a park, and a business parking lot. The Complainant alleged that NE#1 made advances toward her at each location. Even if OPA accepted the Complainant’s account, OPA would not find that NE#1 acted unprofessionally. NE#1’s purported advances would have occurred in an off-duty setting between two adults who had already established a flirtatious rapport before they met. Moreover, there was no indication that NE#1 persisted in a coercive or aggressive manner after his purported advances were rejected. Instead,

the evidence suggested that the parties remained cordial, conversational, and possibly flirtatious to the extent that they chose to visit multiple places before deciding to play pool.

The parties then visited a billiards venue, where they played pool. The Complainant alleged that NE#1 pulled her in for a kiss, whereas NE#1 denied this allegation. The overall evidence regarding whether this act occurred was inconclusive. However, even if OPA accepted the Complainant's account, OPA would not find that NE#1 acted unprofessionally for the same reasons articulated above. Although the Complainant articulated her desire to remain faithful to her husband and to avoid "anything outside of hugs and stuff," she simultaneously—by her own admission—was "super friendly" and "flirtatious" toward NE#1. Given the ambiguity that the Complainant had introduced into their friendship, it would have been reasonable for NE#1—who clearly articulated his desire for intimacy—to explore these boundaries. At the time, NE#1 would not have known that the Complainant would disapprove of any attempt to kiss her. Moreover, there was no evidence that NE#1 persisted with unwanted conduct after the Complainant rejected his purported attempt to kiss her. Instead, the evidence suggested that they continued playing pool.

Finally, the messages exchanged between the parties after their outing did not indicate any impropriety. Those conversations did not allude to unwanted or inappropriate touching. Instead, NE#1 sought further clarification on the boundaries of their relationship. The Complainant also maintained communication with NE#1. Such interactions were inconsistent with a scenario where inappropriate or unprofessional conduct was alleged to have occurred. Considering the totality of the evidence, NE#1's conduct, at most, demonstrated a misunderstanding of mixed signals.

Accordingly, OPA recommends that this allegation be Not Sustained – Unfounded.

Recommended Finding: **Not Sustained – Unfounded**

Named Employee #1 – Allegation #2

5.001 – Standards and Duties, 5.001-POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy

For the reasons articulated in Named Employee #1 – Allegation #1, OPA recommends that this allegation be Not Sustained – Unfounded.

Recommended Finding: **Not Sustained – Unfounded**

Named Employee #1 – Allegation #3

5.001 – Standards and Duties, 5.001-POL-15. Employees Obey any Lawful Order Issued by a Superior Officer

The Complainant alleged that after a superior officer ordered NE#1 to cease communication with her, he still contacted her.

Department employees must obey any lawful order issued by a superior officer. SPD Policy 5.001-POL-15. Failure to obey lawful orders from a superior officer constitutes insubordination. *Id.* Orders may, among other forms of communication, be issued directly, relayed through a subordinate employee or current department training, or published in notices.

A superior officer ordered NE#1 to cease contact with the Complainant. However, NE#1 willfully disobeyed this order when he contacted the Complainant twice. NE#1 even recognized the risk of contacting her when he wrote, "Listen I'm taking a huge risk texting you right now, so I will be brief." During his OPA interview, NE#1 admitted to violating a superior officer's order.

Accordingly, OPA recommends that this allegation be Sustained.

Recommended Finding: **Sustained**