



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2015-0763

Issued Date: 03/11/2016

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (9) Professionalism (Policy that was issued 04/01/2015)
OPA Finding	<b>Not Sustained</b> (Training Referral)
Allegation #2	<u>Seattle Police Department Manual</u> 16.090 (6) In-Car Video System: Employees Will Record Police Activity (Policy that was issued 02/01/2015)
OPA Finding	<b>Sustained</b>
Final Discipline	No discipline, employee no longer with the department

#### **INCIDENT SYNOPSIS**

The named employee had just completed working at a fixed traffic post at a sporting event when he got into to his patrol vehicle to return to his unit.

#### **COMPLAINT**

The complainant alleged that the named employee was rude to him during an encounter at the end of a sporting event.

## **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. Interview of SPD employees

## **ANALYSIS AND CONCLUSION**

The OPA investigation determined that this event was not captured by the In-Car Video (ICV) system on the named employee's patrol vehicle as the named employee had just powered on the ICV system. The facts as alleged by the complainant cannot be established by a preponderance of evidence due to a lack of independent witnesses or other evidence. Nonetheless, the behavior alleged is not inconsistent with behavior reported by members of the public in previous complaints.

## **FINDINGS**

### **Named Employee #1**

#### Allegation #1

The evidence supported that the named employee should be provided with clear and documented training in the following areas: 1) control of one's emotions, 2) tactics for effective verbal de-escalation, 3) use of a respectful and professional tone and demeanor, even when dealing with difficult people. Therefore a finding of **Not Sustained** (Training Referral) was issued for *Professionalism*.

#### Allegation #2

The evidence showed that the named employee did not record police activity on ICV. Therefore a **Sustained** finding was issued for *In-Car Video System: Employees Will Record Police Activity*.

Discipline imposed: No discipline, employee no longer with the department

*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.*