



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2015-1286

Issued Date: 06/02/2016

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (9) Employees Shall Strive to be Professional at all Times (Policy that was issued 04/01/2015)
OPA Finding	<b>Sustained</b>
Final Discipline	5 day suspension and Change in Assignment

Named Employee #2	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (9) Employees Shall Strive to be Professional at all Times (Policy that was issued 04/01/2015)
OPA Finding	<b>Sustained</b>
Final Discipline	8 day suspension and Change in Assignment

#### **INCIDENT SYNOPSIS**

The Named Employees were inside their office area. Words were exchanged. Then Named Employee #2 pushed Named Employee #1. Named Employee #1 responded by punching Named Employee #2. Several employees either witnessed or heard the commotion and entered the office area. The Named Employees were separated. The supervisor was present shortly thereafter. Both employees were placed on administrative leave.

## **COMPLAINT**

The complainant, a supervisor within the Department, alleged that the Named Employees engaged in a physical confrontation in the office during shift hours.

## **INVESTIGATION**

The OPA investigation included the following actions:

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

## **ANALYSIS AND CONCLUSION**

The OPA investigation consisted of interviews of the Named Employees and several witness employees. The incident occurred inside a police facility adjacent to the supervisor's work area. The preponderance of the evidence supports that each Named Employee violated the policy that requires employees to be professional at all times.

## **FINDINGS**

### **Named Employee #1**

#### Allegation #1

The evidence supports that Named Employee #1 violated the policy. Therefore a Sustained was issued for *Employees Shall Strive to be Professional at all Times*.

Discipline imposed: 5 day suspension and Change in Assignment

### **Named Employee #2**

#### Allegation #1

The evidence supports that Named Employee #2 violated the policy. Therefore a Sustained was issued for *Employees Shall Strive to be Professional at all Times*.

Discipline imposed: 8 day suspension and Change in Assignment

*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.*