



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-1925

Issued Date: 07/08/2016

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 08/01/2015)
OPA Finding	Not Sustained (Unfounded)
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	Not Sustained (Unfounded)
Final Discipline	N/A

INCIDENT SYNOPSIS

Officers, including the Named Employee, were dispatched to a report of trespassers at a grocery store.

COMPLAINT

The complainant alleged that the Named Employee was "very rude" and "discriminatory" when interacting with her during an incident.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint
2. Review of 911 call
3. Review of In-Car Video (ICV)
4. Search for and review of all relevant records and other evidence
5. Interview of witness
6. Interview of SPD employees

ANALYSIS AND CONCLUSION

The OPA investigation, particularly the review of In-Car Video (ICV), found no statements or actions by the Named Employee that were derogatory, disrespectful or otherwise indicated bias on the part of the Named Employee. The complainant alleged the Named Employee was “discriminatory” in how he conducted his investigation into an allegation of Trespassing made against the complainant and how he treated the complainant. The OPA investigation did not discover any evidence to suggest racial bias on the part of the Named Employee. Some of the statements attributed to the Named Employee by the complainant appear to have been misunderstood or misinterpreted by the complainant.

FINDINGS

Named Employee #1

Allegation #1

There was no evidence to support the allegation against the Named Employee. Therefore a Not Sustained (Unfounded) was issued for *Bias-Free Policing: Officers Will Not Engage in Bias-Based Policing*.

Allegation #2

There was no evidence to support the allegation against the Named Employee. Therefore a Not Sustained (Unfounded) was issued for *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.