



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2015-1663

Issued Date: 08/29/2015

<b>Named Employee #1</b>	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (3) Employees Must Attend All Mandatory Training (Policy that was issued 07/16/14)
OPA Finding	<b>Not Sustained</b> (Unfounded)
Final Discipline	N/A

#### **INCIDENT SYNOPSIS**

The Named Employee did not complete mandatory training in 2015.

#### **COMPLAINT**

The complainant, a supervisor within the Department, alleged that the Named Employee failed to attend and complete Tactical De-Escalation and Individual Firearms Skills Training by September 3, 2015, as directed in Special Order 15-014 issued on April 27, 2015.

#### **INVESTIGATION**

The OPA investigation included the following actions:

1. Review of the complaint memo
2. Search for and review of all relevant records and other evidence
3. Interviews of SPD employee

## **ANALYSIS AND CONCLUSION**

It was alleged that the Named Employee failed to attend and complete Tactical De-Escalation and Individual Firearms Skills Training by September 3, 2015, as directed in Special Order 15-014 issued on April 27, 2015. The preponderance of the evidence from the OPA investigation shows that the Named Employee, who was pregnant at the time, was told by a representative of the Training Unit that pregnant officers are not permitted at the Range due to the potential for lead contamination. The Named Employee also obtained a medical waiver from her Medical Provider regarding participation in Range activities due to potential lead exposure. This waiver was filed with SPD Human Resources.

## **FINDINGS**

### **Named Employee #1**

#### **Allegation #1**

The evidence showed that the Named Employee obtained a medical waiver and filed it with SPD Human Resources. Therefore a finding of **Not Sustained** (Unfounded) was issued for *Employees Must Attend All Mandatory Training*.

*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.*