



Seattle

Police Department

9/30/2025

Interim Director Bonnie Glenn
Office of Police Accountability
PO Box 34986
Seattle, WA 98124-4986

Dear Director Glenn,

Please see the Management Recommendation response below:

Case Numbers: 2024OPA-0159 / 2025COMP-0003

Topic: Employee Speech and Media Communications

Summary of the Management Action:

- It was alleged that the named employee (NE) violated policy by speaking with the media about their allegations of sexual harassment and discrimination at SPD.

Original Recommendation:

- SPD should revise their Public Information policy to provide officers with guidance concerning their first amendment rights and interaction with the media, including outlining examples of restricted speech.

Action Taken:

It is the opinion of the Department that the SPD Policies 1.110, 5.125 and 5.001, currently in place, are clear. The specifics outlined in this case state that the Named Employee spoke as a private citizen and not in their official capacity representing the department. Named Employee brought forth concerns that fall under issues of a matter of public concern, as outlined in *Pickering/Connick* test, cited in the Closed Case Summary.

Furthermore, as stated in SPD Policy 5.001, it is not the intent of the Department to interfere with employees' freedom, privacy and liberties.

Notwithstanding, Title 5 is currently being negotiated with Labor.

SPD Considers this Management Action:

Respectfully Declined

Please contact me if you have additional questions or concerns.

Sincerely,

A handwritten signature in blue ink that reads "Shon F. Barnes".

Shon F. Barnes Ph.D.
Chief of Police
Seattle Police Department