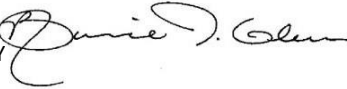




## CLOSED CASE SUMMARY

ISSUED DATE: MAY 20, 2025

FROM: INTERIM DIRECTOR BONNIE GLENN  
OFFICE OF POLICE ACCOUNTABILITY 

CASE NUMBER: 2024OPA-0464

### Allegations of Misconduct & Director’s Findings

Named Employee #1

Allegation(s):		Director’s Findings
# 1	5.001 – Standards and Duties, 5.001-POL 14. Retaliation is Prohibited	Allegation Removed

*This Closed Case Summary (CCS) represents the opinion of the OPA Director regarding the misconduct alleged and therefore sections are written in the first person.*

### EXECUTIVE SUMMARY:

Named Employee #1 (NE#1) is a civilian employee who supervises the Complainant, also a civilian employee. Prior to going away on leave, NE#1 instructed the Complainant to pay several Department invoices in advance. After NE#1 was on leave, the Complainant sent an email requesting clarification on this from NE#1’s supervisor.

The Complainant alleged NE#1 retaliated against her for sending this email by requiring her to return to office full time, commenting on her sick leave usage, and writing negative comments in her performance review.

### ADMINISTRATIVE NOTE:

On May 12, 2025, the Office of Inspector General certified this investigation as thorough, timely, and objective.

### SUMMARY OF INVESTIGATION:

On December 18, 2024, a civilian manager emailed a civilian SPD Human Resources official (HR#1). The civilian manager outlined statements the Complainant made the day before that she had been “retaliated against” by NE#1. HR#1 determined there was no record of an EEO complaint between the Complainant and NE#1, so any retaliation allegation would fall within OPA’s jurisdiction. HR#1 forwarded the complaint to OPA.

OPA spoke with the Complainant during a pre-intake screening and during the intake. She described sending an email to NE#1’s supervisor in October 2022 while NE#1 was on leave. Before taking leave, NE#1 instructed the Complainant to pay several utility bills in advance. The Complainant expressed concerns about this and, according to the Complainant, NE#1’s supervisor later counseled or reprimanded NE#1. The Complainant said thereafter, NE#1 retaliated against her. As examples of retaliation, the Complainant described behaviors both before and after the October 2022 email, including comments NE#1 allegedly made concerning her attire, her use of sick leave, and need to be in office. The Complainant also alleged that NE#1 wrote negative comments in her review following October 2022, despite prior reviews being positive.



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OPA reviewed SPD Employee Relations procedures and email correspondence. During this review, OPA learned that all the issues raised by the Complainant had been specifically addressed through SPD's Employee Relations Resolution Process (ERRP). The ERRP is an official Department process that permits employees to resolve workplace problems such as communications issues, interpersonal conflicts, cultural or race-based conflicts, workstyle differences, and feelings of disrespect or unfair treatment. The ERRP is an alternative to complaint-driven processes and issues managed through the ERRP must meet suitability for such resolution. Serious SPD or EEO policy violations are not eligible for resolution through ERRP. See SPD Policy 5.002 (defining minor and serious policy violations). Complainants in the ERRP agree to waive their complaints if the process is completed.

OPA interviewed NE#1, who denied ever retaliating against the Complainant. NE#1 expressed surprise, stating they specifically advocated for the Complainant and gave her an "Exceeds Expectations" on her most recent performance evaluation which was submitted just days before receiving notice of this OPA complaint. NE#1 explained the request to pay utilities in advance was an effort to increase efficiency, decrease impact of subordinates, and plan for her leave time. She noted these invoices were consistent bills from month to month. NE#1 spoke favorably about the Complainant, noting that the switch from her hybrid schedule was specifically to address the Complainant's concern about distractions at home. NE#1 noted the Complainant was switched back to hybrid work.

**ANALYSIS AND CONCLUSIONS:**

**Named Employee #1 – Allegation #1**

***5.001 – Standards and Duties, 5.001-POL 14. Retaliation is Prohibited***

The Complainant alleged that NE#1 retaliated against her.

SPD policy precludes its employees from engaging in retaliation. SPD Policy 5.001-POL-14. SPD employees are specifically prohibited from retaliating against a person who engage in activities including, but not limited to, "oppos[ing] any practice that is reasonably believed to be unlawful or in violation of Department policy" or "who otherwise engages in lawful behavior." *Id.* Retaliatory acts are defined broadly under SPD's policy and include "discouragement, intimidation, coercion, or adverse action against any person. *Id.*

OPA is removing this allegation as these issues were all previously addressed through the ERRP. Even if OPA were deciding this on the merits, OPA would have recommend a Not Sustained finding because it appears the issues between NE#1 and the Complainant all appear to be miscommunications or disagreements between a manager and subordinate that were all resolved to the satisfaction of both parties. Finally, OPA notes that the Complainant noted she did not specifically initiate this OPA investigation and, despite some continued frustrations, requested the OPA investigation be discontinued.

Accordingly, OPA removed this allegation.

Recommended Finding: **Allegation Removed**