

**Issued Date:** October 8, 2025

**From:** Interim Deputy Director Nelson Leese (on behalf of Interim Director Bonnie Glenn)  
Office of Police Accountability



**Case Number:** 2025OPA-0132

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### Allegations of Misconduct & Director's Findings

#### Named Employee #1

1. **Allegation #1:** 5.140 – Bias-Free Policing, 5.140-POL-2. Officers Will Not Engage in Bias-Based Policing  
Finding: Not Sustained - Unfounded (Expedited)
  2. **Allegation #2:** 5.140 – Bias-Free Policing, 5.140-POL-2. Officers Will Not Engage in Bias-Based Policing  
Finding: Not Sustained - Unfounded (Expedited)
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**This Closed Case Summary (CCS) represents the opinion of the OPA Director regarding the misconduct alleged and therefore sections may be written in the first person.**

#### Executive Summary:

The named employees (NE#1 and NE#2) responded to the Seattle Convention Center for a trespass incident involving Community Member (CM#1). CM#1 alleged that the named employees were racially biased against him by favoring a convention security employee who shared their race.

#### Administrative Note:

This case was approved for Expedited Investigation. That means OPA, with the Office of Inspector General's (OIG) agreement, believed it could issue recommended findings based solely on its intake investigation without interviewing the named employees. As such, OPA did not interview the named employees in this case.

On May 15, 2025, OIG certified OPA's investigation as thorough, timely, and objective.

## **Summary of the Investigation:**

OPA's investigation included reviewing the OPA complaint, body-worn video, and incident report. CM#1 did not respond to OPA's requests for an interview. These records showed the following:

On April 14, 2025, Seattle Convention Center security employees—one of whom was Asian—requested SPD to remove CM#1 from their premises. CM#1 reportedly refused to leave and proposed mutual combat with a security employee. When a security supervisor requested CM#1 be trespassed due to his persistent refusal to leave, NE#2 and his partner arrested CM#1. The Complainant—an SPD sergeant who submitted the OPA complaint on CM#1's behalf—screened the incident on scene. CM#1 alleged that his arrest was based on NE#2, an Asian officer, favoring a racist Asian security employee. CM#1, a Black person, further alleged that had a Black officer been present, he would have been afforded more "leeway." The Complainant repeatedly retorted that CM#1's arrest was based on trespassing—a claim CM#1 disputed. CM#1 also alleged discrimination by NE#1, an Asian SPD sergeant who transported CM#1 away.

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## **Analysis and Conclusions:**

### **Named Employee #1 – Allegation #1**

#### **5.140 – Bias-Free Policing, 5.140-POL-2. Officers Will Not Engage in Bias-Based Policing**

CM#1 alleged that the named employees were racially biased against him by favoring a convention security employee who shared their race.

Biased policing means the different treatment of any person by officers motivated by any characteristic of protected classes under state, federal, and local laws, as well as other discernible personal characteristics of an individual. SPD Policy 5.140-POL. It includes different treatment based on race. See *id.* Officers are forbidden from making decisions or taking actions influenced by bias and expressing prejudice or derogatory comments concerning discernible personal characteristics. See SPD Policy 5.140 POL-2.

The named employees exhibited no bias throughout their encounter with CM#1. Instead, their decision to arrest CM#1 was based on his refusal to leave convention property, even after being afforded multiple opportunities to do so. Consequently, the named employees developed probable cause to arrest CM#1 for trespassing. There was no indication of favoritism toward any security employee based on race.

Accordingly, OPA recommends that this allegation be Not Sustained – Unfounded (Expedited).

Recommended Finding: **Not Sustained – Unfounded (Expedited)**

**Named Employee #2 – Allegation #1**

**5.140 – Bias-Free Policing, 5.140-POL-2. Officers Will Not Engage in Bias-Based Policing**

For the reasons articulated in Named Employee #1 – Allegation #1, OPA recommends that this allegation be Not Sustained – Unfounded (Expedited).

Recommended Finding: **Not Sustained – Unfounded (Expedited)**