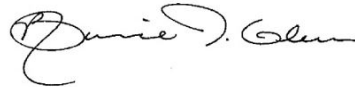


Issued Date: May 22, 2026

From: Director Bonnie Glenn
Office of Police Accountability



Case Number:2025OPA-0445

Allegations of Misconduct & Director's Findings

Named Employee #1

- 1. Allegation #1: 8.100 - De-Escalation, 8.100 1. When Safe, Feasible, and Without Compromising Law Enforcement Priorities, Officers Will Use De-Escalation Tactics in Order to Reduce the Need for Force**
Finding: Not Sustained - Unfounded
 - 2. Allegation #2: 8.200 – Using Force, 2. Use of Force: When Prohibited**
Finding: Not Sustained - Unfounded
 - 3. Allegation #3: 5.001 - Standards and Duties POL-10. Employees Will Strive to be Professional**
Finding: Sustained
- **Proposed Discipline: Twenty-Seven Hours (Three Days) to Fifty-Four Hours (Six Days) Suspension and Re-training**
 - **Imposed Discipline: Twenty-Seven Hours (Three Days) Suspension and Re-training**
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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:

Named Employee #1 (NE#1) and the witness officers (WO#1 and WO#2) attempted to detain Community Member #1 (CM#1) for illegal vending, but CM#1 resisted. OPA investigated whether NE#1 failed to de-escalate before using force, used prohibited force by kneeling on CM#1's neck, and exhibited unprofessional conduct by telling a bystander, "You want some of this? Back up! Be quiet. Mind your business."

Administrative Note:

On February 19, 2026, the Office of Inspector General certified OPA's investigation as thorough, timely, and objective.

Summary of the Investigation:

OPA investigated this incident by reviewing the unsubstantiated misconduct screening (UMS) form, computer-aided dispatch (CAD) call report, body-worn video (BWV), in-car video, Real-Time Crime Center video, incident and supplement reports, force reports, and photograph. OPA also interviewed NE#1 and WO#1. OPA sought to interview CM#1 but was unable to contact him.

A. UMS

On November 19, 2025, an SPD lieutenant submitted a UMS form to OPA. According to the UMS, WO#1 on-viewed CM#1, who had multiple items on the sidewalk in front of him—a common practice for people unlawfully selling stolen goods. The lieutenant wrote that when WO#1 attempted to detain CM#1 for questioning, CM#1 began walking away, prompting WO#1 to follow and request backup. The lieutenant wrote that NE#1 arrived, took CM#1 to the ground, and struck him as he resisted. The lieutenant wrote that WO#2 arrived and Tased CM#1, enabling the officers to handcuff CM#1. Based on the lieutenant's review, he found no evidence of excessive or unnecessary force.

OPA commenced an investigation to determine whether NE#1 failed to de-escalate, used prohibited force, and exhibited unprofessional conduct toward a bystander.

B. The Incident

WO#1's incident report stated that on September 29, 2025, she was conducting routine patrol in a high-crime area known for drug activity and illegal vending. WO#1 described seeing CM#1 with merchandise in front of him as if he were selling it—an activity she associated with illegal vending with possibly stolen items. WO#1 wrote that she decided to contact CM#1.

At 1:40 PM, "SUSPS Suspicious Stop – Officer Initiated Onview" was coded into CAD. Call remarks noted, "OUT WITH 1."

BWV captured the following events:

WO#1 approached CM#1, who had multiple items displayed on the sidewalk in front of him. When WO#1 asked about the items, CM#1 replied that he was trying to sell them. WO#1 said selling items here was prohibited and then requested CM#1's identification. CM#1 began collecting the items, but WO#1 advised that he was being detained. CM#1 replied, "No, I'm not." WO#1 requested backup via radio. After collecting the items, CM#1 began walking away from WO#1 while stating, "Don't touch me." WO#1 followed CM#1 and reiterated that he was being detained, which CM#1 continued to dispute. CM#1 and WO#1 turned a corner at an intersection. NE#1 arrived in his patrol vehicle. WO#1 identified CM#1 as the person being detained for NE#1. However, CM#1 continually walked away from NE#1 and WO#1.

NE#1 ran toward CM#1 as WO#1 kept pace with CM#1. As NE#1 grabbed CM#1's left arm, WO#1 reached towards CM#1's chest and advised him again that he was being detained. CM#1 dropped the items and pulled away from the officers, asking "for what?" CM#1 freed his arm from NE#1's grasp, and attempted to flee while shouting, "Get the fuck off me, bro!" NE#1 grabbed CM#1's shoulders while WO#1 grabbed CM#1's clothes, but CM#1 tried pulling away, swung his arms at NE#1, and stated, "Get the fuck off me, bro!" CM#1 placed his hands on NE#1's arms, attempting to push them away. NE#1 commanded, "Get down on the ground!" NE#1 grabbed CM#1's upper body, using his right hand to grab CM#1's left arm and his left hand to grab CM#1's sweatshirt by the left shoulder area. NE#1 then pulled CM#1's left arm and swung CM#1 around and towards the ground, causing both CM#1 and NE#1 to fall.

CM#1 went on his back and shouted, "What the fuck are you doing?" WO#1 replied, "You're being detained." CM#1 asked, "For what?" NE#1 and WO#1 turned CM#1 onto his knees. NE#1 pushed CM#1's head down while shouting, "Get your ass down!" Now!" WO#2 quickly approached and warned CM#1, "You're going to get Tased." CM#1 raised his upper body, pushing himself up into a crawling position. NE#1 punched CM#1's left side and shouted, "Get down!" CM#1 exclaimed, "Ow!" CM#1 knelt but pushed his upper body back up, even as WO#1 and NE#1 tried to push his head down. CM#1 grabbed NE#1's arm, and asked, "Why you hitting me?" NE#1 knelt CM#1's left side, prompting CM#1 to exclaim, "Ow! What the fuck is your problem?" Around this same time, WO#2 deployed her Taser at CM#'s back. CM#1 shouted, "Ok! Alright! What the fuck?"

NE#1 and WO#1 rolled CM#1 onto his stomach into the prone position. NE#1 knelt on CM#1's upper back or lower neck area while WO#1 briefly placed her right hand beside NE#1's knee.



This image was taken from NE#1's BWV.



This image was taken from WO#1's BWV shortly after WO#1 removed her right hand from beside NE#1's left knee.



This image was taken from WO#2's BWV around this time.

WO#1 began moving CM#1's right arm behind his back. CM#1 asked, "What the fuck?" NE#1 yelled, "Shut up!" WO#2 warned, "You're going to get Tased again if you don't follow commands." WO#1 attempted to handcuff CM#1's right wrist, but CM#1 moved it away and towards his body. WO#1 ordered CM#1 to place his arms behind his back. CM#1 freed his upper body from NE#1's knee, enabling him to elevate his upper body. NE#1, using his right hand, pushed CM#1's head down. NE#1 then knelt again on CM#1's upper back or lower neck area.



This image was taken from NE#1's BWV.

CM#1 persistently squirmed and asked, "What are you guys doing?" WO#2 deployed her Taser again, causing CM#1 to groan and shout, "Okay! Okay!" WO#1 knelt on CM#1's mid-back while NE#1 continually knelt on CM#1's upper back or lower neck area.



This image was taken from NE#1's BWV.

NE#1 and WO#1 placed CM#1's arms behind his back. While WO#1 was handcuffing CM#1, CM#1 continually groaned. NE#1 shouted at a bystander, "You want some of this? Back up!" After handcuffing CM#1, WO#1 stood while maintaining her hands pressed against CM#1.



This image was taken from WO#1's BWV.

NE#1 stood and took several steps toward a bystander. NE#1 pointed at the bystander and stated, "Be quiet. Mind your business." CM#1 cried while lying on his stomach handcuffed.

NE#1, WO#1, and WO#2 turned CM#1 onto his side in the recovery position. The Seattle Fire Department was summoned to attend CM#1.

NE#1 continued to engage with nearby community members, stating, "no, not just walking, you know the deal, you know the deal, you know we don't do work unless we got probable cause. C'mon. We're all in the game here." NE#1 then loudly said to other officers, "shakin' up that ecosystem as they say in the biz." No other officers appeared to respond to him.

C. OPA Interviews

Named Employee #1

On February 3, 2026, OPA interviewed NE#1. NE#1 believed that de-escalation was no longer feasible when he contacted CM#1, citing CM#1's decision to walk away during a *Terry* stop and the risk of CM#1 ingesting fentanyl. NE#1 said the situation would not have escalated had CM#1 complied. NE#1 denied kneeling on CM#1's neck and insisted that he followed prone handcuffing training. NE#1 admitted to making statements to the bystanders as captured on BWV. When OPA asked about the reason behind those statements, NE#1 replied, "Because I know that those people are drug dealers, and they're dealing fentanyl, and you can't, at one moment, be a fentanyl dealer, dealing a weapon of mass destruction to people with mental handicaps, and then the moment one of your minions is grabbed up turn into a social justice worker. That's not how it works." NE#1 denied violating SPD's professionalism policy, stating, "Because you have to call it out when you see it. If you've got fentanyl dealers that are all of a sudden about to become social justice warriors and starting a disturbance, you can't let that stand."

Witness Officer #1

On February 4, 2026, OPA interviewed WO#1. WO#1's description of the incident was consistent with OPA's BWV observations. WO#1 believed de-escalation was unfeasible due to CM#1's behavior. WO#1 said she observed NE#1 kneeling on CM#1's upper back area, not his neck.

Analysis and Conclusions:

Named Employee #1 – Allegation #1

8.100 – De-Escalation, 8.100-POL-1. When Safe, Feasible, and Without Compromising Law Enforcement Priorities, Sworn Employees Will Use De-Escalation Tactics to Reduce the Need for Force

NE#1 allegedly failed to de-escalate before using force against CM#1.

When safe, feasible, and without compromising law enforcement priorities, sworn employees will use de-escalation tactics to reduce the need for force. SPD Policy 8.100-POL-1. Team approaches to de-escalation are encouraged and will consider sworn employee training and skill level, the number of sworn employees, and whether any sworn employee has successfully established rapport with the subject. *Id.* The totality of the circumstances should guide de-escalation options purposed for voluntary compliance through communication, time, distance, and shielding. *Id.*

De-escalation was no longer feasible without compromising law enforcement priorities once NE#1 contacted CM#1. WO#1 had previously informed CM#1 that he was being detained for illegal vending. CM#1 ignored multiple commands concerning his detainment, collected the items, and walked away. WO#1 followed CM#1 and radioed for backup. Upon NE#1's arrival, now with multiple officers on scene, CM#1 continued walking away. There was no reason to believe that CM#1 would have suddenly complied with additional commands following NE#1's arrival. CM#1 was lawfully detained and not free to leave. Therefore, to the extent NE#1 did not further de-escalate with CM#1, de-escalation was no longer feasible, justifying NE#1's decision to go hands-on with CM#1.

Accordingly, OPA recommends that this allegation be Not Sustained – Lawful and Proper.

Recommended Finding: **Not Sustained – Lawful and Proper**

Named Employee #1 – Allegation #2

8.200 – Using Force, 8.200-POL-2. Using Force: When Prohibited

NE#1 allegedly used prohibited force by kneeling on CM#1's neck.

Sworn employees are prohibited from using neck and carotid restraints in all circumstances, except to protect their lives or other lives from an imminent threat. SPD Policy 8.200-POL-2. This prohibition includes any action that involves kneeling on a subject's neck. *Id.*

A preponderance of the evidence showed NE#1 kneeling on CM#1's upper back area rather than his neck throughout NE#1's encounter with CM#1. Although BWV from NE#1, WO#1, and WO#2 was not entirely conclusive, it generally depicted NE#1's knee being positioned closer to CM#1's upper back than his neck. Even if contact with CM#1's neck occurred, it would have likely been incidental and towards the back of CM#1's neck. NE#1 did not appear to intentionally apply direct pressure to CM#1's trachea or windpipe for the purpose of restricting his airway. See SPD Policy 8.050 (defining "chokehold" as the intentional application of direct pressure to a person's trachea or windpipe for the purpose of restricting another person's airway) (effective September 1, 2024). Nor did NE#1 appear to apply a neck restraint, hold, or similar tactic for the purpose of constricting CM#1's blood flow. See *id.* (defining "neck restraint" as any vascular neck restraint or similar restraint, hold, or other tactic in which pressure is applied to the neck for the purpose of constricting blood flow) (effective September 1, 2024). Rather, NE#1's knee placement appeared intended to restrain CM#1's upper body against the ground, consistent with trained prone handcuffing techniques, given CM#1's significant resistance during handcuffing. Moreover, CM#1 persistently shouted at the officers or groaned during handcuffing. CM#1 neither communicated an inability to breathe, nor did he make any sounds indicating a restricted airway. Additionally, CM#1 declined medical after the SFD saw him. Finally, WO#1 was beside NE#1 during the handcuffing process. She told OPA that she did not observe NE#1's knee on CM#1's neck but noted that his knee was on CM#1's upper back area. Considering the totality of these circumstances, OPA finds that, more likely than not, NE#1 did not kneel on CM#1's neck.

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

Recommended Finding: **Not Sustained – Unfounded**

Named Employee #1 – Allegation #3

5.001 – Standards and Duties, 5.001-POL-10. Employees Will Strive to be Professional

NE#1 allegedly exhibited unprofessional conduct by telling a bystander, "You want some of this? Back up! Be quiet. Mind your business."

SPD employees must "strive to be professional." SPD Policy 5.001-POL-10. Further, "employees may not engage in behavior that undermines public trust in the Department, the officer, or other officers," whether on or off duty. *Id.* Employees will avoid unnecessary escalation of events, even if those events do not end in reportable uses of force. *Id.* Employees representing the Department or identifying themselves as police officers or Department employees will not use profanity directed as an insult or any derogatory, contemptuous, or disrespectful language at anyone. *Id.*

This allegation is sustained. NE#1's comments to a bystander were confrontational ("you want some of this?"), condescending ("be quiet"), and dismissive ("mind your business"). Although NE#1 was authorized to order the community members to "back up" due to the volatile nature of the arrest, the community members were lawfully permitted to maintain their distance and express their disapproval toward the officers. SPD officers are expected to be professional, even when facing community members voicing their objections to police actions.

In NE#1's interview to OPA, NE#1 attempted to rationalize his comments made to bystanders arguing that "drug dealers" could not suddenly become "social justice workers" or "social justice warriors," stating, "That's not how it works" and "you can't let that stand." This dismissive, overbearing attitude reflects poorly on NE#1 and the department. Moreover, NE#1's belief that "you

have to call it out when you see it” demonstrates contempt for the community members and an intent to exert command and control over them, rather than build public trust. Notably, NE#1’s commentary with the bystanders stood out in stark contrast to the professional demeanor of his uniformed SPD and SFD colleagues. Overall, NE#1’s comments to the bystanders, and his subsequent effort to rationalize his remarks during his OPA interview, were unprofessional and unwarranted.

Accordingly, OPA recommends that this allegation be Sustained.

Recommended Finding: **Sustained**

Footnote 1. The OPA Director may designate a civilian OPA Deputy Director to “perform such duties and have such powers as the OPA Director may prescribe and delegate.” Seattle Ordinance 125315, Council Bill 118969, subchapter I, section 3.29.100(B).