



## OFFICE OF PROFESSIONAL ACCOUNTABILITY

### Closed Case Summary

Complaint Number OPA#2015-0690

Issued Date: 10/21/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.140 - Bias-Free Policing; 6. Employees Will Document All Allegations of Bias-Based Policing (Policy that was issued 01/01/2015)
OPA Finding	<b>Not Sustained</b> (Training Referral)
Allegation #2	<u>Seattle Police Department Manual</u> 5.140 - Bias-Free Policing; 7. Supervisors Conduct Preliminary Inquiry into Bias-Based Policing (Policy that was issued 01/01/2015)
OPA Finding	<b>Not Sustained</b> (Lawful and Proper)
Final Discipline	N/A

#### **INCIDENT SYNOPSIS**

A detective was interviewing a robbery suspect and she made a biased policing allegation. The detective halted the interview and advised a supervisor, the named employee, of the bias allegation. The named employee spoke to the suspect about her allegation and advised her that the arrest was based on probable cause and the facts of the case, not the color of her skin or her ethnic background.

## COMPLAINT

The complainant, a supervisor within the Department, alleged that the named employee did not document the Bias-Policing allegation made against a detective by the suspect as required by SPD Policy. In addition, the named employee reportedly did not explain to the suspect how to file a complaint as required by the same policy.

## 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. Interview of SPD employees

## ANALYSIS AND CONCLUSION

The evidence showed that the named employee did not document the Bias-Policing allegation made. The interaction between the named employee and the suspect indicated that he thought he had addressed the allegation with her. However, as a supervisor, he had an obligation to report the allegation per policy.

## FINDINGS

### **Named Employee #1**

#### Allegation #1

The evidence supports that the named employee would benefit from a review of the Bias-Free Policing policy from his supervisor, including reviewing a supervisor's obligation to follow the process as outlined in the policy. Therefore a finding of **Not Sustained** (Training Referral) was issued for *Employees Will Document All Allegations of Bias-Based Policing*.

#### Allegation #2

The evidence showed that the named employee conducted a preliminary inquiry into the Bias-Based Policing allegation at the time it was reported to him. Therefore a finding of **Not Sustained** (Lawful and Proper) was issued for *Supervisors Conduct Preliminary Inquiry into Bias-Based Policing*.

*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.*