



June 22, 2022

Interim Director Grainne Perkins  
Office of Police Accountability  
PO Box 34986  
Seattle, WA 98124-4986

Dear Director Perkins,

Please see the below Management Recommendation response

**Case Numbers:** 2019OPA-0024/2021COMP-0036

**Topic:** Medical Exemption

**Summary of the Management Action:**

It was alleged that the named employee refused to wear a face mask in a hospital.

**Original Recommendation:**

- Improve SPD HR administration of employee exemptions and comprehensively assess all employee requests for exemption.
  - Require documentation from a medical practitioner confirming the medical reason for the exemption when the exemption impacts an employee's ability to safely perform their duties.
  - Reassign or restrict officers' patrol duties immediately if the exemption put members of the community and/or the officer at risk.
- As the City has issued a new mandate requiring face masks while indoors, remind officers of their obligations to comply with this order and/or intervene or report when other officers do not do so.

**Action Taken:**

Per SPD Policy 3.035 – Reasonable Accommodation (ADA) the Department accommodates employees in accordance with the American with Disabilities Act and Washington Law Against Discrimination (RCW49.60). In short in order to be afforded a reasonable accommodation:

1. Employees must request a reasonable accommodation in writing, including identification and a brief history of the employee's disability; and a description of the accommodation being sought.
2. Human Resources contacts the employee and engages in an interactive dialogue regarding the request.
3. The employee is responsible for providing relevant documentation.
4. If the accommodation is provided a record is kept as part of the employee's medical file.

When the original accommodation request was received, SPD HR was overwhelmed with processing and addressing mandates related to the COVID vaccine process. Realizing the need to have a dedicated staff person to address these issues HR is in the process of trying to acquire a new position that will be responsible for overseeing all leave request, including accommodations. While still in the early stages, SPD is hopeful that the position request will be accepted, and the hiring process can begin.



**Seattle**

Police Department

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**SPD Considers this Management Action:**

Fully Implemented

Please contact me if you have additional questions or concerns.

Sincerely,

A handwritten signature in blue ink, appearing to read "ADZ".

Adrian Z. Diaz  
Chief of Police