



OFFICE OF PROFESSIONAL ACCOUNTABILITY

Closed Case Summary

Complaint Number OPA#2015-0766

Issued Date: 12/15/2015

Named Employee #1	
Allegation #1	<u>Seattle Police Department Manual</u> 5.001 (9) Employees Shall Strive to Be Professional at all Times (Policy that was issued 04/01/2015)
OPA Finding	Not Sustained (Training Referral)
Final Discipline	N/A

INCIDENT SYNOPSIS

The named employee was directing traffic.

COMPLAINT

The anonymous complainant alleged that the named employee yelled profanities at him while directing traffic. OPA attempted to contact the complainant for further details and clarification; however, this was not successful.

INVESTIGATION

The OPA investigation included the following actions:

1. Review of the complaint email
2. Search for and review of all relevant records and other evidence
3. Interview of SPD employees

ANALYSIS AND CONCLUSION

The facts as alleged by the complainant cannot be established by a preponderance of evidence due to a lack of independent witnesses or other evidence. Nonetheless, the behavior alleged is not inconsistent with behavior reported by members of the public in previous complaints that were referred by OPA to the named employee's supervisor for counseling via the Supervisor Action process. For this reason, the named employee should be provided with clear and documented training in the following areas: (1) control of one's emotions, (2) tactics for effective verbal de-escalation, (3) use of a respectful and professional tone and demeanor, even when dealing with difficult people.

FINDINGS

Named Employee #1

Allegation #1

The evidence could not prove or disprove the allegation; however, the behavior described is not inconsistent with previous complaints. Therefore a finding of **Not Sustained** (Training Referral) was issued for *Employees Shall Strive to Be Professional at all Times*.

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.