



CLOSED CASE SUMMARY

ISSUED DATE: JUNE 24, 2025

FROM: INTERIM DIRECTOR BONNIE GLENN
OFFICE OF POLICE ACCOUNTABILITY

CASE NUMBER: 2024OPA-0405

Allegations of Misconduct & Director's Findings

Named Employee #1

Allegation(s):		Director's Findings
# 1	5.001 - Standards and Duties POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy	Not Sustained - Unfounded
# 2	5.001 - Standards and Duties, 5.001-POL 10. Employees Will Strive to be Professional	Not Sustained - Training Referral

This Closed Case Summary (CCS) represents the opinion of the OPA Director regarding the misconduct alleged and therefore sections are written in the first person.

EXECUTIVE SUMMARY:

An SPD sergeant (Complainant) alleged her direct subordinate (Named Employee #1 or NE#1) assaulted her and engaged in unprofessional conduct when she was speaking to another sergeant, Witness Employee #1 (WE#1). The Complainant alleged NE#1 approached her from behind and covered her mouth with his hand so that she could not speak. The Complainant alleged NE#1 covered her mouth with sufficient force that she had to physically pry his hands from her mouth.

ADMINISTRATIVE NOTE:

On June 13, 2025, the Office of Inspector General certified this investigation as thorough, timely, and objective.

SUMMARY OF INVESTIGATION:

This case is one of several related investigations concerning a sergeant and her subordinate police officer. In this case, the sergeant is the Complainant. The police officer is NE#1.

The Complainant was assigned to supervise a patrol squad in April 2024. NE#1 was one of the police officers in the Complainant's squad. Thereafter, the Complainant and NE#1 began a personal relationship, texting each other, and meeting for coffee—the exact nature of their interactions over text and in person are central to this series of cases. Both the Complainant and NE#1 described their personal relationship diminishing around August 2024, though their characterizations of this occurrence differed. Beginning in September 2024, NE#1 and Officer #1 filed a series of back-and-forth allegations between each other. An outline of these cases is provided in "Case Timelines" below.



1. Case Timelines

The timelines of the OPA cases¹ involving the Complainant and NE#1 are:

- 2024OPA-0363: On September 11, 2024, NE#1 reported that the Complainant was retaliating against him by not allowing him to work as an Acting Sergeant. The Complainant received her Classification Notice on October 11, 2024. OPA recommended findings on May 6, 2025.
- 2024OPA-0405 (this case): On October 15, 2024, the Complainant alleged NE#1 physically assaulted her on August 5, 2024, by putting his hand over her mouth to prevent her from speaking to another sergeant. NE#1 received his Classification Notice on February 27, 2025.
- 2024OPA-0410: On October 22, 2024, the Complainant alleged NE#1, (1) was insubordinate by attempting to work as an acting sergeant when she had told him he could not, (2) retaliated against her by filing a complaint against her before she could report him for insubordination, sexually harassing texts on August 29, 2024, and the physical assault, (3) was dishonest by filing a complaint alleging she retaliated against him by not letting him work as an acting sergeant, and (4) discriminated against her due to her gender. The Complainant also alleged her Watch Commander refused to let her report these violations on September 13, 2024. NE#1 received his EEO Classification Notice on November 4, 2024, and OPA Classification Notice on November 15, 2024. OPA recommended findings on May 13, 2025.
- 2024OPA-0437: On November 10, 2024, NE#1 alleged the Complainant's allegations in 2024OPA-0410 were retaliation against him. The Complainant received her Classification Notice on December 11, 2024. OPA recommended findings on May 6, 2025.
- 2025OPA-0046: On February 7, 2025, OPA alleged the Complainant was not truthful or complete and failed to fully cooperate during her January 14, 2025, OPA interview in 2024OPA-0363 when she denied sending sexual text messages to NE#1. OPA sent the Complainant her Classification Notice on February 13, 2025. OPA recommended findings on June 11, 2025.
- 2025OPA-0147: On April 23, 2025, it was alleged that the Complainant fled and hid from Washington State Patrol after committing a traffic violation while riding a motorcycle. The Complainant received her Classification Notice on May 21, 2025. This investigation is ongoing.
- 2025OPA-0161: On April 30, 2025, the Complainant alleged NE#1 committed "perjury" by stating in a sworn document that an EEO investigator showed concern regarding the possibility of retaliation by the Complainant against NE#1's family. NE#1 received his Classification Notice on May 30, 2025. On June 6, 2025, the Office of Inspector General certified this for expedited investigation, meaning OPA and OIG agreed OPA could recommend findings based only on the intake investigation.

2. Summary of Evidence

The evidentiary background of this case is summarized in detail in the DCM for 2024OPA-0363. This evidence was considered as context in this investigation but is not re-summarized here.

¹ SPD's EEO Office and the City of Seattle Human Resources are also investigating other aspects of the allegations between the Complainant and NE#1 that are within their respective jurisdictions.



OPA reviewed the complaint, criminal investigation, prosecutor's declination, and photographs of text messages. OPA searched for relevant information in the Performance Appraisal System for NE#1 concerning this incident but located none. OPA also reviewed material from the related cases summarized above, including the Complainant's interview from 2024OPA-0410. Finally, OPA interviewed WE#1, WE#2, and NE#1.

a. Complaint, Criminal Investigation, and Prosecutor's Declination

On October 15, 2024, the Complainant contacted an SPD lieutenant to "report a crime without it being a retaliation." The Complainant alleged NE#1 assaulted her on August 5, 2024. Ultimately, the SPD lieutenant connected the Complainant with a way to report the crime through SPD's Internet and Telephone Reporting Unit (ITRU).

An ITRU Officer took the Complainant's report on October 15, 2024. The Complainant told the ITRU Officer the following. On August 5, 2024, she was at work with NE#1 and WE#1. There was an argument over NE#1's work assignment for the shift, as NE#1 was informed he received a different assignment from the one he wanted. After roll call, NE#1 confronted the Complainant about his assignment. The Complainant told NE#1 that the decision was an internal chain of command issue. The Complainant returned inside to speak with WE#1. NE#1 followed the Complainant. The Complainant alleged NE#1 came from behind her and covered her mouth so she could not speak. The Complainant alleged she was forced to pry NE#1's hands from her mouth.

On October 21, 2024, OPA referred this incident to SPD to investigate criminally, in accordance with Article 3.7 of the SPOG collective bargaining agreement. On January 28, 2025, OPA was informed that the Seattle City Attorney's Office declined to file charges against NE#1.² OPA resumed its administrative investigation.

b. Complainant's Interview (2024OPA-0410)

The Complainant previously discussed these allegations in her OPA interview for 2024OPA-0410. OPA offered the Complainant the opportunity to provide a separate statement concerning these allegations. She declined through SPD's Human Resources Section.

In her OPA interview for 2024OPA-0410, the Complainant provided an account consistent with her report to the ITRU Officer. She elaborated that the incident occurred when she went to discuss NE#1's patrol assignment with WE#1. Specifically, she started to say to WE#1, "[NE#1] thinks that I picked the O car."³ The Complainant said that, before she could finish her statement, NE#1 came up behind her, put his hand over her face, and covered her mouth. The Complainant said NE#1 had her in a "bear hug" and prevented her from speaking. She specifically described trying to "peel" his hands off her face. The Complainant said WE#1 was "like, what's going?" The Complainant said she "finally" got his hands off, at which point WE#1 clarified that he picked the "O car" assignment, not the Complainant. The Complainant said NE#1 "hustle[d] out the door" before getting in his vehicle and "peels out of the parking lot." The Complainant stated she did not immediately report this, but said she told NE#1 later that shift, "don't you ever fucking put your hands on me again." The Complainant said NE#1 responded with a "sob story."

² The City Attorney's declination memorandum was dated February 14, 2025.

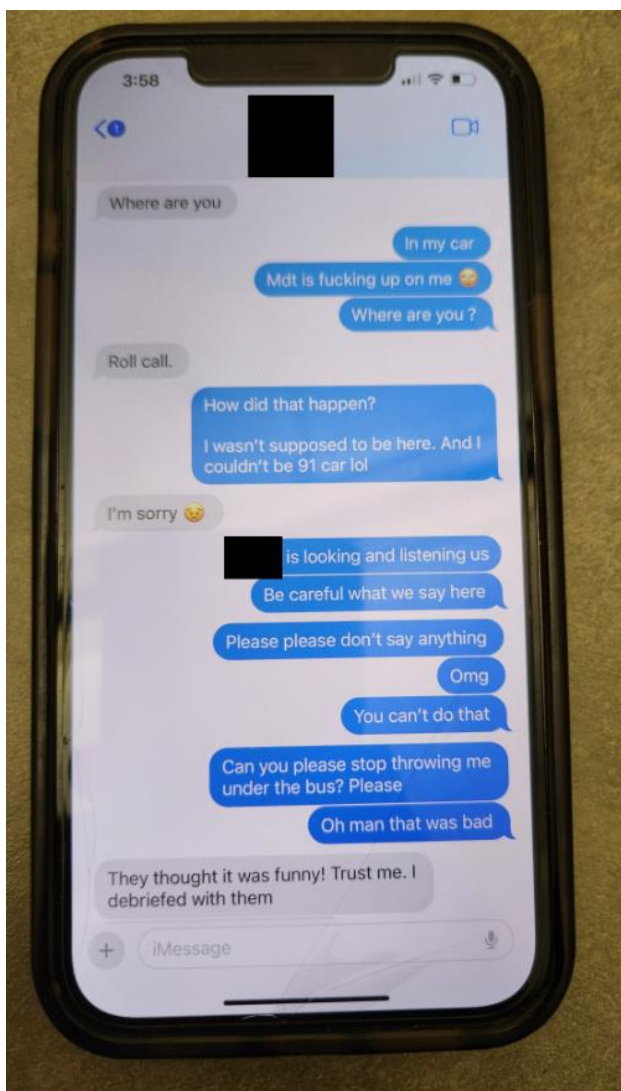
³ The "O car" or "90 car" refers to a "proactive" patrol assignment that is not regularly assigned 911 calls. It is considered a desirable assignment. On the date in question, it was not assigned to NE#1.



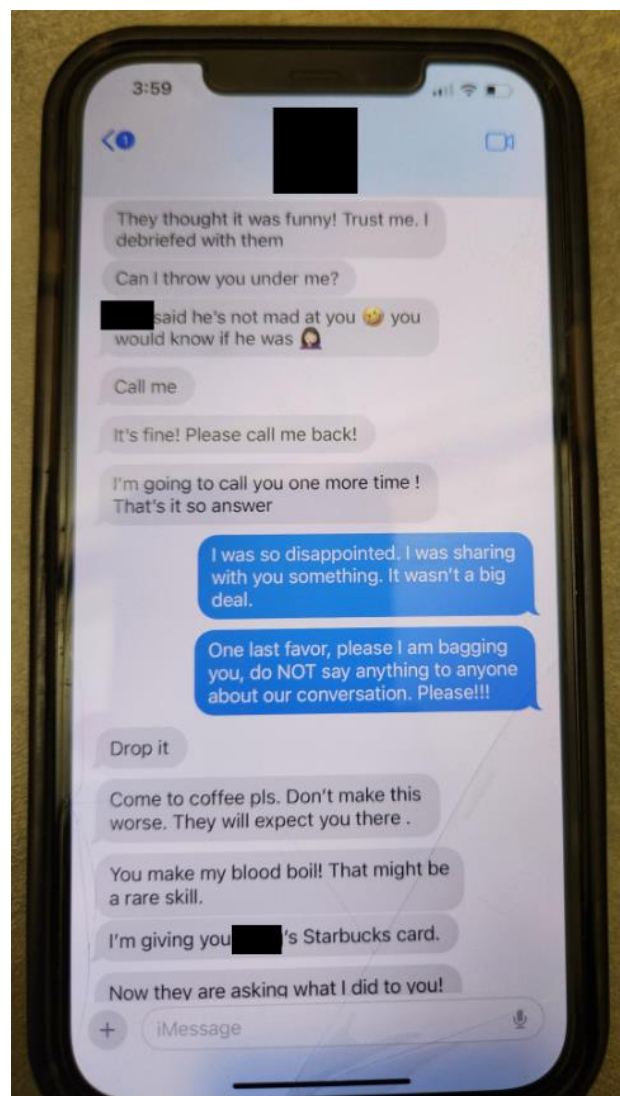
The Complainant also described having a “lengthy discussion” the next day with WE#1. She stated that WE#1 thought NE#1 was “messaging around.” She described refuting this with WE#1, telling him that she told NE#1 not to “fucking touch me.” She said the two discussed their belief that NE#1 would not have touched a male sergeant.

c. Photographs of Text Messages

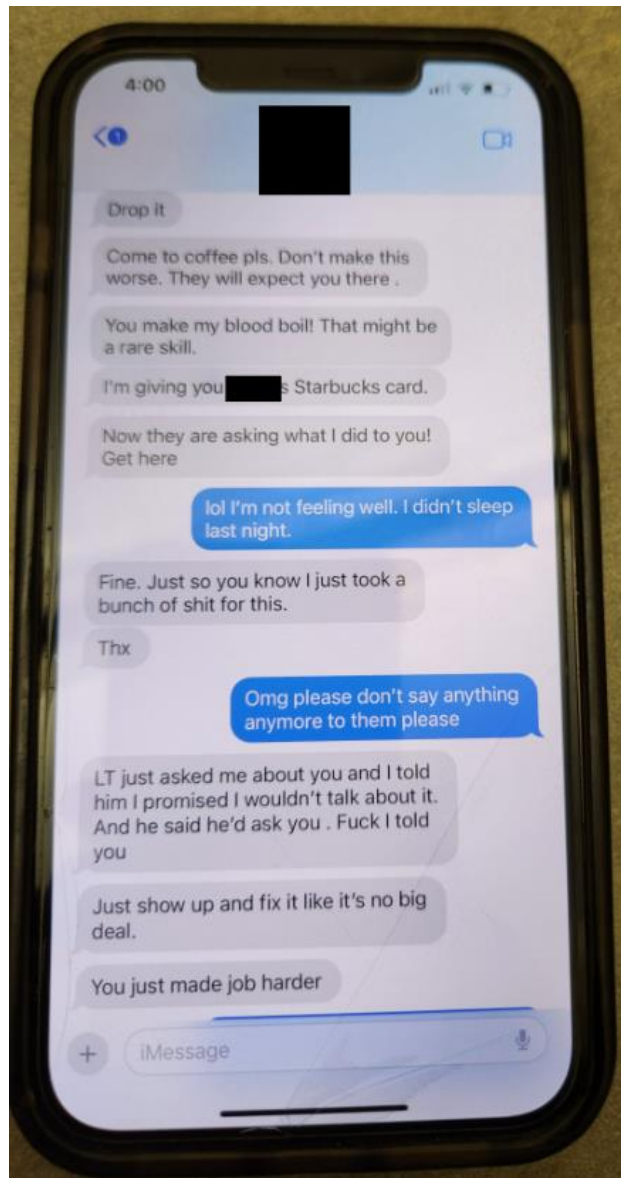
In an EEO investigation interview, NE#1 provided the SPD’s EEO investigator with text messages between himself and the Complainant. The EEO investigator took her own pictures of these text messages directly from NE#1’s personal cell phone. In the images that follow, messages sent by the Complainant are at left in gray text boxes, messages sent by NE#1 are at right in blue text boxes.



Sequential Image #1



Sequential Image #2



Sequential Image #3

d. Witness Employee #1 Interview

OPA interviewed WE#1, a sergeant who has worked for SPD for over twenty-three years. WE#1 stated he “partially” recalled this incident. WE#1 said, before roll call, he told the Complainant he would assign an officer (not NE#1) to the proactive car. He said the Complainant then ran roll call, informing the individual officers of their assignments. WE#1 said he returned to the sergeants’ office to do other work. Later, the Complainant entered and “confirmed” with him that he made the patrol assignments that day. WE#1 said he confirmed, and the Complainant then told NE#1 that it was WE#1’s decision.



WE#1 said he saw NE#1 enter and “make a motion of his hand towards [the Complainant’s] mouth,” at which point both NE#1 and the Complainant were “laughing and giggling.” WE#1 said the Complainant stated, “don’t touch me,” but this was at the same time she and NE#1 were “laughing and giggling.”

WE#1 stated he did not believe NE#1 assaulted the Complainant. He denied remembering any later discussions with the Complainant after the incident. He did recall the Complainant was not happy with NE#1 because he tried to put his hand over her mouth and questioned the patrol car assignments.

e. Witness Employee #2 Interview

OPA interviewed WE#2, a permanently assigned acting sergeant. He has worked for SPD for “close to eight years.”

WE#2 did not recall the incident even though he was working on August 5, 2024. He denied witnessing the incident but stated the Complainant and NE#1 were always “talking and laughing.” He denied hearing the Complainant say anything about being “assaulted” by NE#1, either on the incident date or thereafter. He was not aware of any actions the Complainant took to address the alleged assault, nor did he remember the Complainant telling him about it. WE#2 stated he is currently assigned as NE#1’s supervisor. He denied being told of any “prior assault” by NE#1.

f. Named Employee #1 Interview

OPA interviewed NE#1, who described the incident date.

NE#1 said he was scheduled for vacation on August 5, 2024, but came in to work that day to discuss the ongoing text messaged between himself and the Complainant. NE#1 said that, even though he had seniority and was assigned to be on vacation that day, a newer officer was assigned to be the proactive “90 car.” NE#1 described it as an “unwritten rule” that the proactive car assignment should go to a senior officer, but that this was not “super serious.” NE#1 described raising this issue with the Complainant through text message. NE#1 said the Complainant walked all the way over to his car to talk to him about this, but he said the tone was not serious and he did not consider it an issue anymore.

NE#1 said the Complainant asked him to come back into the precinct to sign his annual review. Once in the sergeants’ office, he said that the Complainant started to say that NE#1 was calling WE#1 a “liar.” NE#1 said he told the Complainant to “stop,” saying “don’t throw me under the bus here with [WE#1], because there’s not even a need to do that.” NE#1 described it as embarrassing.

NE#1 said when he said “stop” he put his hands in the air. He described this as playful. NE#1 said the Complainant grabbed his hand while she was laughing. NE#1 said the Complainant gave him his performance review, which he signed. NE#1 said he then left.

NE#1 described his hand motion as a “stop” motion, like one an officer would use while directing traffic. He described doing so from a few feet away and that it was “all moving around.” NE#1 said he was stepping in between the Complainant and WE#1 while doing this. NE#1 said the Complainant grabbed and squeezed his hand, and he had a hard time pulling away from her. He denied touching the Complainant. He described the entire interaction as playful, noting he and the Complainant had a flirtatious relationship.



He denied the Complainant ever told him not to touch her. He noted that the Complainant was laughing the entire time and did not add any criticism about the interaction to his annual review, which he signed immediately afterwards.

NE#1 said afterwards he went to his patrol car, and the Complainant began to call him. He did not answer. NE#1 said the Complainant began to text him, telling him he better answer his phone. He said he tried to ignore her, but texted back that she should not throw him under the bus. He recalled the Complainant responding with, "I can throw you under me."

NE#1 denied assaulting the Complainant or behaving unprofessionally. He noted that the Complainant sought a protection order against him which the court dismissed. He also stated the Complainant had approached his attorney and suggested that if NE#1 dropped his EEO and OPA allegations against her, she would drop the criminal allegations against him. He also stated the Complainant threatened to file a Washington State Bar Association complaint against his attorney.

ANALYSIS AND CONCLUSIONS:

Named Employee #1 — Allegation #1

5.001 — Standards and Duties POL-2. Employees Must Adhere to Laws, City Policy, and Department Policy

The Complainant alleged that NE#1 assaulted her.

SPD Policy 5.001-POL-2 requires that employees adhere to laws, City policy, and Department policy.

OPA finds that, more likely than not, this allegation is unfounded. First, the recollection of WE#1 is far more consistent with NE#1's description of the interaction than the Complainant's. Second, OPA finds the Complainant's delay in reporting this incident highly suspicious. At the time, the Complainant was NE#1's direct superior. If she truly believed NE#1 had criminally assaulted her, she was duty-bound to report it immediately, at which point NE#1 would most likely have been placed on administrative leave. She did no such thing. Instead, the Complainant only saw fit to raise the allegation after NE#1 filed OPA and EEO allegations against her more than a month later. Third, as OPA outlined in detail in the DCMs for 2024OPA-0363 and 2025OPA-0046, the Complainant's course of conduct throughout these investigations has lacked candor. For all these reasons, OPA does not credit the Complainant's allegations that NE#1 "assaulted" her. Instead, OPA finds it more likely that NE#1 and the Complainant—who both described having a flirtatious relationship—were "laughing and giggling" while NE#1 attempted to playfully hold his hands up in front of the Complainant to prevent her from talking to WE#1.

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

Recommended Finding: **Not Sustained – Unfounded**



Named Employee #1 — Allegation #2

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

It was alleged that NE#1 engaged in unprofessional behavior.

SPD Policy 5.001-POL-10 requires that SPD employees “strive to be professional.” SPD Policy 5.001-POL specifies that the “guiding principle” is to “treat everyone with respect and dignity.” The policy further instructs that “employees may not engage in behavior that undermines public trust in the Department, the officer, or other officers” whether on or off duty. SPD Policy 5.001-POL-10. Additionally, the policy instructs Department employees to “avoid unnecessary escalation of events even if those events do not end in reportable uses of force.” *Id.*

For the reasons articulated above at Allegation #1, OPA finds that NE#1 did not “assault” the Complainant. To the extent NE#1 was flirtatiously play fighting while “laughing and giggling” with the Complainant, OPA does not find this rises to the level of undermining public trust to warrant a recommended Sustained finding.

However, taken as described by NE#1 and WE#1, NE#1’s behavior towards the Complainant fell short of SPD’s expectations of professional behavior. While on duty, with others present, and in the sergeants’ office, NE#1 engaged in a flirtatious play fight to prevent the Complainant from discussing patrol assignments with WE#1. By his own admission, NE#1 stepped in between the Complainant and WE#1, putting his hand up to the Complainant in a “stop” motion. WE#1 described NE#1 as making a “motion” towards the Complainant’s face. Even if NE#1 and the Complainant had a “flirtatious” relationship, this was not a professional interaction.

Accordingly, OPA recommends this allegation be Not Sustained – Training Referral.

- **Training Referral:** NE#1’s chain of command should discuss OPA’s findings with NE#1, review SPD Policy 5.001-POL and 5.001-POL-10 with NE#1, and provide any further retraining and counseling that it deems appropriate. The retraining and counseling conducted should be documented in Blue Team.

Recommended Finding: **Not Sustained – Training Referral**