



## Seeking Examples of Bias Allegations

OPA has screened various cases in which sergeants are unsure whether an allegation constitutes a claim of biased policing. For example, when a subject says an officer is racist without drawing a nexus between the subject's membership in a protected class and the officer's action/inaction, is that biased policing? We would like to compile a list of specific examples you've encountered so we can transmit them to SPD and request formal guidance for sergeants. If you would be willing to share an example, please send it to [anne.bettesworth@seattle.gov](mailto:anne.bettesworth@seattle.gov) by Friday, June 14.

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## Clarifying OPA Complaint Classifications

OPA has heard there is confusion around the complaint classifications of Contact Log, Supervisor Action, and Expedited Investigation. Each classification is explained below.

- **Contact Log:** Used when: 1) the allegation, even if true, does not allege a plausible violation of policy; 2) the involved officer is not employed by SPD; or 3) the complaint contains insufficient information to proceed. In these instances, the information is logged and the case is closed. OPA's use of Contact Logs is limited by both ordinance and its operating manual.
- **Supervisor Action:** Used when there is a performance issue or minor policy violation that does not warrant a full investigation. Almost all Supervisor Actions—which are training-focused rather than disciplinary in nature—direct the named employee and their chain of command to discuss the issue at hand; some require a follow-up with the complainant. OPA recently began issuing “FYI” Supervisor Actions for complaints it deems unfounded, but that, due to restrictions on the use of Contact Logs, cannot merely be closed. In these cases, OPA directs the chain of command to take no action other than informing the named employee of the complaint.
- **Expedited Investigation:** Used when OPA believes it can issue findings based solely on the intake investigation. Per collective bargaining agreements, if OPA does not interview a named employee, allegations against that individual cannot be sustained. For this reason, Expedited Investigations are often used to resolve allegations OPA is required by law to investigate—such as force, bias, and violations of law—while attempting to minimize impact on named employees. Half of all complaints classified for investigation thus far in 2019 have been expedited.

If you have questions, feedback, content requests, or to add/remove your name from this distribution list, please contact either Andrew Myerberg, OPA Director, at [andrew.myerberg-OPA@seattle.gov](mailto:andrew.myerberg-OPA@seattle.gov), or Anne Bettesworth, OPA Compliance, Policy, and Research Manager, at [anne.bettesworth@seattle.gov](mailto:anne.bettesworth@seattle.gov).