



**Seattle**

Police Department

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Interim Director Bonnie Glenn  
Office of Police Accountability  
PO Box 34986  
Seattle, WA 98124-4986

Dear Director Glenn,

Please see the Management Recommendation response below.

**Case Numbers: 2022OPA-0329 / 2024COMP-0008**

**Topic:** Equal Employment Opportunity (EEO) Complaints and Investigations

**Summary of the Management Action:** It was alleged that a named employee alerted a colleague about a potential harassment claim filed against that colleague.

**Original Recommendation:**

- SPD should consider extending the obligation not to disclose information about EEO complaints, investigations, and potential EEO complaints to nonsupervisory employees.
- Specifically, rather than referencing the EEOC, SPD should consider adding the following to SPD Policy 5.040: "Employers should strive to create an environment in which employees feel free to raise concerns and are confident that those concerns will be addressed." Like the personnel rules, it should discourage behaviors that may negatively impact other employees' confidence in reporting allegations.

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**Action Taken:**

The Seattle Police Department Policy Unit will be conducting a review and will update our current EEO policy. During this examination, the Audits, Policy and Research Section (APRS) will incorporate the issues raised and the lessons learned in this case, making a clear statement as to the duty owed by all employees in confidential matters, without hindering an employee's ability to communicate with Wellness or Union representatives.

**SPD Considers this Management Action:**

Fully Implemented

Please contact me if you have additional questions or concerns.

Sincerely,

A handwritten signature in black ink that reads "Shon F. Barnes".

Shon F. Barnes  
Chief of Police