



## Report of Investigation

|                                              |                                                            |                                            |
|----------------------------------------------|------------------------------------------------------------|--------------------------------------------|
| OPA Investigator:<br>Anthony Cruitt          | 180 Date:<br>6/9/2026                                      | OPA Case Number:<br><b>2025OPA-0475</b>    |
| Reported Date:<br>12/11/2025                 | Incident Date:<br>11/20/2025                               | Location:<br>Franklin High School, Seattle |
| Complainant:<br>SPD Blue Team; Anonymous x 4 | General Offense and/or Event or Citation Number(s):<br>N/A |                                            |

### Complaint Summary

It was alleged that the Named Employee (NE) made false statements while speaking at a news conference on behalf of a community organization.

### Involved Parties & Allegations

#### Involved Community Members

|                   |               |
|-------------------|---------------|
| Community Member: | Anonymous x 4 |
|-------------------|---------------|

#### Involved Employees

|                 |                              |
|-----------------|------------------------------|
| Named Employee: | Det. Elizabeth Wareing #7659 |
|-----------------|------------------------------|

*Involved Employees - Classification*

#### Witnesses

|               |                   |
|---------------|-------------------|
| Witness #1:   | Jennifer Sullivan |
| Witness Type: | Employee          |
| Witness #2:   | Andre Sayles      |
| Witness Type: | Employee          |
| Witness #3:   | Alex Ricketts     |
| Witness Type: | Employee          |
| Witness #4:   | Mike Fields       |
| Witness Type: | Employee          |
| Witness #5:   | Barbara DeLollis  |
| Witness Type: | Employee          |

### Policies/Laws

☒ I have uploaded copies of relevant policies and/or laws as they read on the date of the incident for the alleged policy violations to the IAPro case file under OPA-M.

- 1.110 – Public Information
- 5.001 – Standards and Duties
- 5.060 – Employee Political Activity



## Report of Investigation

### Records Review

Record Type: Other Documentary Information

OPA reviewed internal SPD email correspondence where discussion was held regarding the NE's invitation to speak at a community organization's news conference.

On 11/10/2025, Heather Weiner of PowerHouse Strategic consultancy emailed Jennifer Sullivan, Strategic Advisor II, SPD Communications and Public Affairs Unit –

I'm working with the [Washington Families for Freedom](#) campaign. We are holding a press conference the morning of November 20th and we would like Officer Wareing to join us an expert on hate crimes, domestic violence, and sexual abuse. She is currently on leave to finish her Phd, and she told me she is interested in speaking.

**To be clear, Ofc Wareing would not be speaking on behalf of SPD or the City of Seattle, but we would identify her as 20-yr LEO.**

Sullivan then sent the following email to other SPD employees –

**From:** Sullivan, Jennifer <[Jennifer.Sullivan@seattle.gov](mailto:Jennifer.Sullivan@seattle.gov)>  
**Sent:** Monday, November 10, 2025 12:39 PM  
**To:** Ricketts, Alex <[Alex.Ricketts@seattle.gov](mailto:Alex.Ricketts@seattle.gov)>; Sayles, Andre <[Andre.Sayles@seattle.gov](mailto:Andre.Sayles@seattle.gov)>; Fields, MichaelR <[MichaelR.Fields@seattle.gov](mailto:MichaelR.Fields@seattle.gov)>; DeLollis, Barbara <[Barbara.DeLollis@seattle.gov](mailto:Barbara.DeLollis@seattle.gov)>  
**Subject:** FW: Speaking request for Ofc Beth Wareing for Nov 20

Hi Alex, Mike, Barbara, and DC Sayles,  
Not sure what to do with this request.

Det. Beth Wareing is on sabbatical. Before she left, she was the hate crimes detective. Beth has been asked to speak at an upcoming news conference. She would not be acting in her capacity as an SPD officer, but as a law enforcement officer of 20+years. I just spoke with Beth; she wants to follow policy and do whatever you all advise.

Please let me know how you'd like to proceed.

Best,  
Jennifer

Jennifer Sullivan  
Communications and Public Affairs (she/ her/ hers)

Sullivan included the following SPD employees in her email –

- Alex Ricketts – Chief of Staff, Command Staff;
- Andre Sayles – Deputy Chief of Police for Administration and Investigations;
- Mike Fields – Executive Director of Human Resources; and,
- Barbara DeLollis – Director of Communications.



## Report of Investigation

The following correspondence proceeded –

**From:** Ricketts, Alex <[Alex.Ricketts@seattle.gov](mailto:Alex.Ricketts@seattle.gov)>  
**Sent:** Monday, November 10, 2025 12:52 PM  
**To:** Sullivan, Jennifer <[Jennifer.Sullivan@seattle.gov](mailto:Jennifer.Sullivan@seattle.gov)>; Sayles, Andre <[Andre.Sayles@seattle.gov](mailto:Andre.Sayles@seattle.gov)>; Fields, MichaelR <[MichaelR.Fields@seattle.gov](mailto:MichaelR.Fields@seattle.gov)>; DeLollis, Barbara <[Barbara.DeLollis@seattle.gov](mailto:Barbara.DeLollis@seattle.gov)>  
**Subject:** RE: Speaking request for Ofc Beth Wareing for Nov 20

Is she employed by SPD as an officer?

**From:** Sullivan, Jennifer <[Jennifer.Sullivan@seattle.gov](mailto:Jennifer.Sullivan@seattle.gov)>  
**Sent:** Monday, November 10, 2025 12:54 PM  
**To:** Ricketts, Alex <[Alex.Ricketts@seattle.gov](mailto:Alex.Ricketts@seattle.gov)>; Sayles, Andre <[Andre.Sayles@seattle.gov](mailto:Andre.Sayles@seattle.gov)>; Fields, MichaelR <[MichaelR.Fields@seattle.gov](mailto:MichaelR.Fields@seattle.gov)>; DeLollis, Barbara <[Barbara.DeLollis@seattle.gov](mailto:Barbara.DeLollis@seattle.gov)>  
**Subject:** RE: Speaking request for Ofc Beth Wareing for Nov 20

She is still employed, just not being paid. She is receiving benefits.

She is supposed to return in early May.

Jennifer Sullivan  
Communications and Public Affairs (she/ her/ hers)  
Seattle Police Department

**From:** Sayles, Andre <[Andre.Sayles@seattle.gov](mailto:Andre.Sayles@seattle.gov)>  
**Sent:** Monday, November 10, 2025 12:59 PM  
**To:** Sullivan, Jennifer <[Jennifer.Sullivan@seattle.gov](mailto:Jennifer.Sullivan@seattle.gov)>; Ricketts, Alex <[Alex.Ricketts@seattle.gov](mailto:Alex.Ricketts@seattle.gov)>; Fields, MichaelR <[MichaelR.Fields@seattle.gov](mailto:MichaelR.Fields@seattle.gov)>; DeLollis, Barbara <[Barbara.DeLollis@seattle.gov](mailto:Barbara.DeLollis@seattle.gov)>  
**Subject:** RE: Speaking request for Ofc Beth Wareing for Nov 20

If I'm correct, she wouldn't be allowed to represent the department in the capacity of an SPD employee.

My recommendation is if she is going as a law enforcement representative, we would be ok, but she can't say I'm here on behalf of SPD as this would cause an issue.

**From:** Sullivan, Jennifer <[Jennifer.Sullivan@seattle.gov](mailto:Jennifer.Sullivan@seattle.gov)>  
**Sent:** Monday, November 10, 2025 1:04 PM  
**To:** Sayles, Andre <[Andre.Sayles@seattle.gov](mailto:Andre.Sayles@seattle.gov)>; Ricketts, Alex <[Alex.Ricketts@seattle.gov](mailto:Alex.Ricketts@seattle.gov)>; Fields, MichaelR <[MichaelR.Fields@seattle.gov](mailto:MichaelR.Fields@seattle.gov)>; DeLollis, Barbara <[Barbara.DeLollis@seattle.gov](mailto:Barbara.DeLollis@seattle.gov)>  
**Subject:** RE: Speaking request for Ofc Beth Wareing for Nov 20

That makes sense to me. Is that ok with everyone else?

Jennifer Sullivan  
Communications and Public Affairs (she/ her/ hers)  
Seattle Police Department



## Report of Investigation

From DeLollis, Barbara <Barbara.DeLollis@seattle.gov>

Date Mon 11/10/2025 1:09 PM

To Sullivan, Jennifer <Jennifer.Sullivan@seattle.gov>; Sayles, Andre <Andre.Sayles@seattle.gov>; Ricketts, Alex <Alex.Ricketts@seattle.gov>; Fields, MichaelR <MichaelR.Fields@seattle.gov>

Agree with this approach, although no one can control what people might say on social media if they know her background.

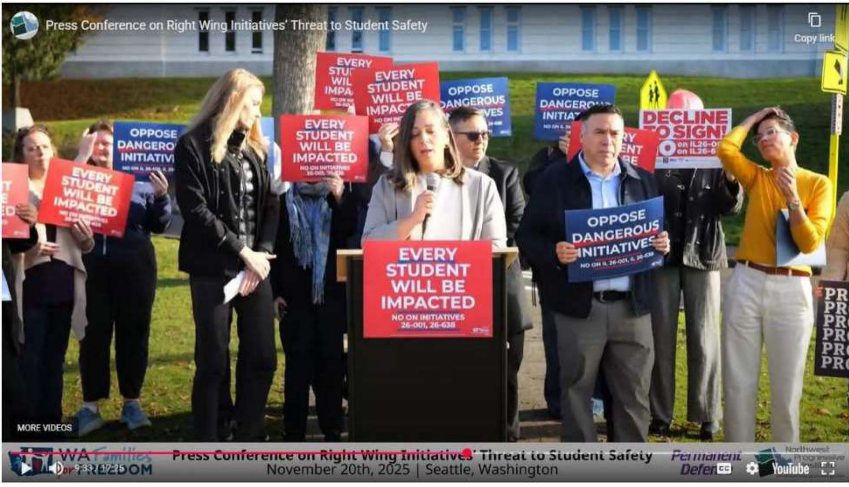
That said, she plays down SPD on her LinkedIn – [https://www.linkedin.com/search/results/all/?keywords=Beth%20Wareing%20&origin=GLOBAL\\_SEARCH\\_HEADER&sid=Vx](https://www.linkedin.com/search/results/all/?keywords=Beth%20Wareing%20&origin=GLOBAL_SEARCH_HEADER&sid=Vx)

Some speakers handle this issue this way: Before they speak, they emphasize that they're speaking in their capacity as, say, "a consultant" or "researcher" rather than as their job title. In these settings, most people respect that.

## Video, Photo, & Audio Evidence Review

### SPD Video Evidence

#### External Video Evidence

|                        |                                                                                                                                                          |                |  |
|------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--|
| Video name:            | Press Conference on Right Wing Initiatives' Threat to Student Safety                                                                                     |                |  |
| Source:                | <a href="http://www.wafamiliesforfreedom.org/internal-news/press-conference-11-20">www.wafamiliesforfreedom.org/internal-news/press-conference-11-20</a> |                |  |
| Date recorded:         | 11/20/2025                                                                                                                                               | Time recorded: |  |
| Duration:              | 17m 25s                                                                                                                                                  |                |  |
| Location:              | IAPro                                                                                                                                                    |                |  |
| Highlights (Timestamp) | Description                                                                                                                                              |                |  |
|                        |                                                                      |                |  |



## Report of Investigation

|       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 00:07 | <p><b>"Good morning. My name is Elizabeth Wareing and I am coming to you as a police detective with nearly 30 years of experience, as a mother of girls in sports, and as a coach."</b></p> <p>"I am deeply concerned about the effects of proposed initiatives 26-001 and 26-638."</p> <p><b>"I worked nine years investigating hate crime and bias incidents and many other years investigating crimes against children, sexual assault, and domestic violence."</b></p> <p>"These initiatives serve to stigmatize LGBTQ+ children and put them at greater risk of harassment, assault, abuse at home, homelessness, and death by suicide."</p> |
| 01:10 | <p>"I recall many times teachers and school counselors have been a primary support person for a child at risk, and my heart would be broken for them if they were forced by an unjust law to report a child's private information, even if it puts a child at risk of injury."</p> <p>"This initiative makes no exceptions for circumstances where there is a history of abuse in the family. This is something I know very well."</p>                                                                                                                                                                                                            |
| 01:56 | <p>"In addition to violating a child's dignity, I believe there is a high potential for sexual abuse under circumstances such as these."</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 02:12 | <p>"I believe this initiative would increase the risk of sexual abuse for girls participating in sports."</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 02:35 | <p>"A physical examination is not something I would put my child through, and I believe many other parents would make the same choice."</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 02:54 | <p>"These initiatives will not make the world safer, kinder, or more inclusive for our children. They are poorly reasoned, unnecessary, and cruel. And I urge everyone to say 'no' to these two initiatives."</p>                                                                                                                                                                                                                                                                                                                                                                                                                                 |



## Report of Investigation

NE's speech lasted just over three minutes. She spoke generally about her law enforcement experience investigating sexual assault crimes and crimes against children, and she proffered her opinion that the proposed initiatives would imperil young girls and place them at greater risk of assault and abuse.

At no time during her speech did the NE state or suggest that she was a Seattle Police Department officer, nor did she indicate that she was a City of Seattle employee.

At no point during the full 17-minute press conference did anyone else state or suggest that the NE was a Seattle Police Department officer or city employee.

### External Video Evidence

|                        |                                                                                                                                                                                                                                                                                                                                                                                                                             |                |  |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--|
| Video name:            | Exclusive: Seattle police detective helped Democrats lie to voters                                                                                                                                                                                                                                                                                                                                                          |                |  |
| Source:                | <a href="https://www.youtube.com/watch?v=EwksT0pb7Dc">www.youtube.com/watch?v=EwksT0pb7Dc</a>                                                                                                                                                                                                                                                                                                                               |                |  |
| Date recorded:         | 12/11/2025                                                                                                                                                                                                                                                                                                                                                                                                                  | Time recorded: |  |
| Duration:              | 12m 56s                                                                                                                                                                                                                                                                                                                                                                                                                     |                |  |
| Location:              | Other (please explain):                                                                                                                                                                                                                                                                                                                                                                                                     |                |  |
| Highlights (Timestamp) | Description                                                                                                                                                                                                                                                                                                                                                                                                                 |                |  |
|                        | Video description: <i>One of the people being used by Democrats to spread dangerous lies about the initiatives to protect girls' sports is a Seattle Police Department detective. The agency gave her permission to speak at an event opposing the effort, where she parroted several easily disproven falsehoods and even made-up claims about child sex abuse. This is dangerous and unacceptable.</i>                    |                |  |
| 01:26                  | "So here you have a long-time Seattle police detective who is at this political press conference, and she is going to oppose the two initiatives. But she did much more than that, she lied, totally manufactured information on child sex abuse and coming from a Seattle police detective what you're about to hear is really horrific."                                                                                  |                |  |
| 06:18                  | <p>"I reached out to a few sources in the Seattle Police Department and I'm like, 'Who is this Detective Wareing woman?' and immediately several of them said, 'Far leftist activist. Far leftist.'"</p> <p>"So you have this woman, because of her own personal political ideology is using her Seattle Police Department badge and the weight that comes with that to lie, using just totally manufactured, nothing."</p> |                |  |
| 09:07                  | "Do you really think that there is going to be no ramifications for just lying through your teeth as a Seattle police detective?"                                                                                                                                                                                                                                                                                           |                |  |

## Report of Investigation

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|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 11:26 | <p>"I reached out to the Seattle Police Department about this, about you know, whether they knew she was going to do this, whether it's okay with them that she did this and their response to the very clear easily provable falsehoods that she's telling, this is what they told me –</p> <p><i>'This detective did ask permission to attend an event to speak as an expert on hate crimes, domestic violence, and sexual abuse. She was given permission to speak, with very strict guidelines so that she would remain within Department policy.'</i>"</p> <p><b>"They did say one of those guidelines was not identifying herself as a member of SPD which she didn't, but she was identified as such in subsequent news coverage. So for all intents and purposes, she was there as a member of the Seattle Police Department."</b></p> <p>"They [SPD] go on to say –</p> <p><i>'Individuals who campaign for state, county, or city issues do not represent the Seattle Police Department or the City of Seattle. The Seattle Police Department remains committed to the safety of all who live in, work in, or visit the city regardless of their political, religious, or personal beliefs.'</i>"</p> |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

### External Video Evidence

|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                |  |
|------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|--|
| Video name:            | Conflict of Interest (12.11.25)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                |  |
| Source:                | <a href="https://x.com/brandikruse/status/1999205966764736714?s=46">x.com/brandikruse/status/1999205966764736714?s=46</a>                                                                                                                                                                                                                                                                                                                                                                                              |                |  |
| Date recorded:         | 12/11/2025                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Time recorded: |  |
| Duration:              | 1h 16m 49s                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                |  |
| Location:              | Other (please explain):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                |  |
| Highlights (Timestamp) | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                |  |
|                        | <p>Post description: <i>Washington state has spent 11,000 legal hours fighting the Trump admin in just 11 months, much of that defending radical gender ideology. Governor looks to White House for help amid dangerous floods. Seattle PD detective is being used to lie to voters.</i></p> <p>This video is largely the same as the YouTube clip above but appears here as part of a longer broadcast discussing the press conference and multiple other issues. The press conference material runs 20:40-42:10.</p> |                |  |
|                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                |  |

**Report of Investigation**

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|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 19:10 | "A Seattle Police Detective using her badge to peddle lies to voters about the initiatives and the Seattle Police Department seems mostly okay with it."                                                                                                                                                  |
| 34:50 | "Aren't police, can you even be trusted? Isn't it a Brady violation? I mean, I know she's not under oath, but if you are a police detective with a history of deceit, then prosecutors can sometimes have a difficult time putting you on the stand and so we rely on police officers to be very honest." |

**Photographic Evidence****Audio Evidence****Interviews & Statements****Interviewee: Witness Employee**

On 12/30/2025, OPA interviewed Witness Employee #1 (WE1)/Blue Team complainant Deputy Chief Andre Sayles. The interview was audio recorded.

WE1 received an email on 11/10/2025 regarding the NE's request to speak at a WA Families for Freedom press conference on 11/20/2025. WE1 confirmed that his initial instruction to the NE was that she not identify herself as an SPD officer or City of Seattle employee.

WE1 confirmed that the SPD Command Staff email thread detailed above is the entirety of his command or order given to the NE. WE1 had no direct contact with NE on this matter.

After the news conference on 11/20/2025, WE1 received emails suggesting that NE's public comments were perceived by community members as inaccurate and insensitive, and that they caused fear and confusion among the public. WE1 researched SPD policy and ultimately concluded that NE's statements were inaccurate, could have misled the public, and could have misrepresented SPD, so he submitted a Blue Team complaint to OPA.

OPA read to WE1 excerpts from NE's speech which prompted him to reiterate his belief that NE's comments were inaccurate and not objective. WE1 reaffirmed his belief that NE's speech violated SPD policy requiring SPD employees to be truthful with the media. WE1 admitted that although NE's statements were in front of the media, they were not "responses" to the media made on behalf of SPD.

## Report of Investigation

WE1 did not speak with anyone in SPD Legal. He clarified his use of the word “stance” in his complaint and stated he did not intend to imply that he gave NE orders about what viewpoints she could or could not share, but merely to caution her about how she portrayed herself at the event.

WE1 did not believe the NE portrayed herself as an SPD or city employee during her speech. He admitted he did not read the legislative initiatives at issue.

Interviewee: **Witness Employee**

On 1/6/2026, OPA interviewed Witness Employee #2 (WE2) Jennifer Sullivan from the SPD Public Affairs Unit. The interview was audio recorded.

WE2 stated that on 11/10/2025, she received a phone call from Heather Weiner of WA Families for Freedom. Weiner informed WE2 of a speaking invitation that her advocacy group extended to the NE and she requested SPD’s permission for NE to speak. WE2 asked Weiner to send a follow-up email with her request, which she did.

WE2 called the NE to gauge her interest in attending the press conference as a speaker. NE confirmed she was interested in speaking but wanted to go through the proper clearance process and get SPD approval first.

On 11/10/2025, Weiner submitted a written request to the WE2 which she then forwarded to the SPD Command Staff identified above, and asked for guidance on what to instruct the NE.

After SPD Command Staff weighed in and approved NE’s request, WE2 called NE on 11/10/2025 and provided her with the guidance outlined in the email thread above. It was reiterated that she should not identify herself as an SPD or city employee at the event, to which the NE agreed.

WE2 did not forward the email thread to NE’s email because NE was on sabbatical leave and WE2 was not sure if NE was checking her SPD email.

## Investigation Summary & Analysis

### Original Complaints

- Blue Team Report, submitted by Deputy Chief Andre Sayles, received 12/15/2025 –  
*The following is an exact duplicate of the entry made by Deputy Chief Sayles in the Summary box of this Blue Team complainant submitted to OPA on 12/15/2025.*

*On November 20, 2025, Detective Elizabeth Wareing was afforded the opportunity to speak at the Washington Families for Freedom campaign. Detective Wareing was given strict guidelines on her stance at this event and was told she couldn’t at any time mention she was employed by the City of Seattle...*

## Report of Investigation

*Attached you will find an email detailing the guidelines Det. Wareing given. In her speech, Det. Wareing made several comments that lacked credible facts related to the potential exposure to sexual assault by adults on youth, especially females and persons who identify as LGBTQ+.*

*In reading Seattle Police Department Policy 1.110-POL-1 General Policy section 10, Interaction with the Media, I believe Det Wareing violated this particular policy, by not providing accurate and objective information when she spoke.*

*In the attachments, I've attached an email along with the video of Det. Wareing speaking. The portion you should pay attention to is the 9:34 mark of the video where Det. Wareing started to speak.*

- Anonymous Web Complaint No. 1, received 12/11/2025 –  
*Elizabeth Wareing (no other information provided)*
- Anonymous Web Complaint No. 2, received 12/11/2025 –  
*Elizabeth Wareing used her position as a police employee to deliberately influence public opinions related to two state initiatives... While doing so, she repeatedly lied about the consequences of both initiatives. This violated SPD Department policy requiring employees to be truthful in all communications.*
- Anonymous Web Complaint No. 3, received 12/12/2025 –  
*Elizabeth Waring used her title and expertise at a political rally then made several false statements of State Initiatives to sway voters.*
- Anonymous Web Complaint No. 4, received 12/13/2025 –  
*Police detective spoke on behalf of police and spread lies with no substance. The department should not have permitted the detective to speak on the departments behalf and claiming she was a police detective. The detective used her badge and police experience to sway the public on a political initiative. Unprofessional to blatantly lie and advocate for your personal agenda using the gun and badge.*

## Intake Summary

WA Families for Freedom describes itself as a statewide group of parents, teachers, students, and community members joined together to protect the safety of all Washington students.<sup>1</sup>

On 11/20/2025, the group held a news conference outside Franklin High School in Seattle to speak out against two State Legislature initiatives – IL26-001 and IL26-638 – proposed by another advocacy group, Let's Go Washington.

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<sup>1</sup> "About Us." WA Families for Freedom, [www.wafamiliesforfreedom.org/about](http://www.wafamiliesforfreedom.org/about).

## Report of Investigation

Initiative IL26-001 aims to restore parental rights in education by, for example, allowing parents to review teaching materials and remove students from certain school activities. Opponents contend it could lead to the forced outing of LGBTQ+ students to their unsupportive families.

Initiative IL26-638 aims to prevent transgender students from competing in girls' sports and would require biological sex verification. Opponents contend it would violate student privacy and subject girls to unnecessary and invasive biological/physical examinations.

The intent of the press conference was to inform the public of the group's concerns and warn of the potential risk to students which they believe would result if the initiatives pass.

### *Relevant Policies, Laws, and/or Regulations*

- I. SPD Policy Manual
  - a. 1.110 – Public Information
  - b. 5.001 – Standards and Duties
  - c. 5.060 – Employee Political Activity
- II. Seattle Municipal Code (SMC) 4.16.070 – Code of Ethics
- III. Revised Code of Washington (RCW) 41.06.250 – Political activities
- IV. Wash. Const. art. I, § 5 – Free Speech
- V. U.S. Const. amend. I – Freedom of Religion, Speech, Press, Assembly, and Petition

### **Analysis –**

The primary complaint made in the Blue Team report is that the NE made inaccurate or false statements to the media.

The Blue Team complaint averred that the NE made “several comments that lacked credible facts.” The complaint specifically referenced SPD Policy 1.110-POL-10 (Interaction with the Media) which directs, “Department employees will cooperate with representatives of the media in a courteous and professional manner, providing only accurate, objective, and factual responses.”

This policy provision would likely not apply in the instant matter, however, because the NE was not communicating with the media on behalf of SPD and was speaking as a private citizen, not as a “department employee,” when she addressed the news conference on 11/20/2025.

A similar SPD policy (5.001-POL-11) commands all employees to “be truthful and complete in all communication,” but OPA has not received information which would support a claim that the personal opinions communicated by NE at the news conference were either untruthful or incomplete.

Additionally, though not directly stated, complaints submitted to OPA also implicated employee political activity rights and prohibitions.



## Report of Investigation

For instance, the Blue Team complaint alleged that NE was “given strict guidelines on her stance,” (though the use of the word “stance” was later clarified by DC Sayles) and OPA received at least two anonymous complaints which also alleged that the NE improperly used her title or authority as a Seattle police officer. These allegations implicated NE’s rights to political activity and freedom of speech.

SPD Policy 5.060 (Employee Political Activity) lists multiple permitted political activities which include an SPD employee’s right to “express opinions on all political subjects [and] participate fully in campaigns related to constitutional amendments, referendums, initiatives...”<sup>2</sup>

Moreover, Washington State law further provides that employees of Washington State “shall have the right to vote and to express their opinions on all political subjects... [and] nothing...shall prohibit an employee of the state or any political subdivision thereof from participating fully in campaigns relating to constitutional amendments, referendums, initiatives and issues of a similar character.”<sup>3</sup>

Finally, although SPD policy does limit employees from engaging with the media, the First Amendment to the U.S. Constitution generally permits an employee to speak on a matter of public concern as a private citizen. *See Pickering v. Board of Education*, 391 U.S. 563, 568 (1968). However, the speaker’s private interest must be balanced against the government employer’s public interest in promoting efficient service. Here, the NE spoke on a matter of public concern since media had widely reported on the proposed legislative initiatives. The NE spoke as a community member, not as an SPD or city employee, and her comments conveyed her personal opinions, not the opinions of the Seattle Police Department. There is no evidence to suggest that NE’s comments impacted SPD’s ability to provide public services to the City of Seattle.

## Investigation Summary

### Activity Log

| Date       | Action Taken                                          |
|------------|-------------------------------------------------------|
| 12/16/2025 | Assigned intake                                       |
| 12/18/2025 | Reviewed WA Families press conference and NE’s speech |
| 12/22/2025 | Reviewed Brandi Kruse social media broadcasts         |
| 12/30/2025 | Interviewed Complainant DC Andre Sayles               |
| 1/6/2026   | Interviewed Witness Employee Jennifer Sullivan        |
|            |                                                       |

<sup>2</sup> SPD Policy 5.060-POL-I, Permitted Campaign Activity

<sup>3</sup> RCW 41.06.250(2), Political activities