

Amelia Huffman
Interim Chief of Police
Minneapolis Police Department
350 South 5th Street, Room 130
Minneapolis, MN 55415
(612) 673-3550
Amelia.Huffman@minneapolismn.gov



TO: Officer Amanda Sanchez, Badge #6240
CC: Office of Police Conduct Review
DATE: May 19, 2022
RE: Administrative Case #21-10193

CHIEF'S DECISION:

- Discharge
- Suspension Duration: 10 hours
- Permanent Demotion
- Temporary Demotion, Duration: _____
- Letter of Reprimand
- No Merit

This memo summarizes my approach and reasoning for my decision as Interim Chief of Police that this allegation against Officer Amanda Sanchez is sustained. This memo accompanies the enclosed Notice of Discipline and Suspension Form.

Allegation 1: It is alleged that Officer Amanda Sanchez used profane language during an arrest. MPD P&P 5-105(D)(1) PROFESSIONAL CODE OF CONDUCT

[REDACTED]

Summary of the Basis for Decision:

The Police Conduct Review Panel recommended merit for both allegations based on the same verbal conduct by Officer Sanchez. I agree that Officer Sanchez' language during this incident violated MPD policy which prohibits officers from using derogatory, indecent, profane or unnecessarily harsh language in the performance of official duties or while representing the MPD. [REDACTED]

[REDACTED]

[REDACTED] The most specific violation that addresses Officer Sanchez' conduct is the

prohibition against using derogatory, indecent, profane or unnecessarily harsh language and I find that the evidence is clear that this allegation is sustained.

On September 8, 2021, MPD Officers Kaiser and Sanchez were dispatched to a suspicious person call. They approached a male they believed was a suspect. The male repeatedly questioned the presence of the officers and swore at them saying, "Fuck you," repeatedly to which Officer Sanchez responded, "Fuck you too!" In her interview, Officer Sanchez acknowledged making this statement and asserted that she was using this language because, "I have to talk the way that they would understand me and that I could get their attention, which helps a lotta times." The investigator asked Officer Sanchez if she was trained to use this language and she said she was not. It should be noted that there was a another unprofessional, unnecessarily harsh verbal interaction recorded by the BWC at the approximate time stamp 22:15:58. Officer Sanchez responds to a difficult to discern comment from an unseen person, possibly an onlooker, by loudly stating, "Oh shut up over there! Jesus-fricking-Christ, maybe for once you people can let us do our jobs."

As the interim Chief of Police, I am responsible for providing clear expectations for what is acceptable behavior in our workplaces as well as what will not be tolerated. The language used by Officer Sanchez was unprofessional and unnecessary. Despite Officer Sanchez' assertion, this language did not calm the agitated subject with whom the officers were interacting. I hold officers of the Minneapolis Police Department to a high standard and expect them to demonstrate our department's core values of trust, accountability, and professional service. MPD officers are expected to demonstrate procedural justice in every aspect of professional service: giving others voice and respect, being neutral and building trust in our interactions with others. Officer Sanchez's verbal conduct toward the complainant and other members of the public was disrespectful. Her words undermined trust and damaged Officer Sanchez' professional reputation and the reputation of every Minneapolis police officer. In 2017, former Chief Arradondo set a benchmark for all department members when he wrote, "Continue to strengthen your interpersonal communication and your de-escalation skills. ... If you experience disrespect, you are not to respond in kind." This message reinforced the clear expectations set forth in MPD policy. Officer Sanchez failed to meet these clear expectations.

As interim Chief of Police with authority to discipline for violations of policy under Minn. Stat 626.89 Subd. 17, I am issuing a suspension of 10-hours to Officer Sanchez for this code of conduct violation.

DocuSigned by:
Amelia Huffman
FBFE4338427B46A...
Amelia Huffman
Interim Chief of Police

5/19/2022

CC: IA/OPCR Case File
Employee Inspector/Commander