The purpose of the Conflict of Interest Assessment Form is to help identify actual and potential conflicts of interest between any Independent Investigation Team (IIT) member and those involved in an officer involved use of force incident. A conflict of interest may occur when an individual’s interest or activity influences or appears to influence their ability to exercise objectivity or impair their ability to objectively investigate an officer involved use of force incident. Under Washington Administrative Code (WAC) 139-12, the assessment must address social conflict, work conflict, and bias. Where there is an appearance that the potential IIT member cannot be impartial due to a conflict, the commander will remove them from the IIT for this incident. In addition, under the WAC, “Investigators assigned to an IIT are expected to have a work history free of a sustained finding of serious misconduct and/or a pattern of sustained complaints and a personal history free of demonstrable bias or prejudice against community members that may be impacted by the police use of deadly force.” IIT members should complete a separate form for each person involved in the use of force incident.

Case No. Incident Date:

Involved Officer(s): Agency:

IIT Member: Agency:

IIT Member Most Recent Prior Employment:

Injured or Deceased:

***I certify that my responses are true and correct to the best of my knowledge.***

IIT Member Signature Date / Time

***I have reviewed this Conflict of Interest Form with the IIT Commander (or their designee)***

Community Member Name Community Member Signature Date / Time

IIT Commander Name IIT Commander Signature Date / Time

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| **“Within 72 hours of the commencement of each investigation, investigators and non-law enforcement community representatives must complete a conflict of interest assessment. Those assessments will be reviewed and discussed by the non-law enforcement community representatives and the IIT Commander.” WAC 139-12-030(4)(C)(vii)** |
| **Yes** | **No** | **Assessment Questions** |
|  |  | Are any of the involved persons in this incident a friend, family member, or person otherwise well known to you? |
|  |  | Have you ever been in a dating relationship or married to any involved person in this investigation, their family member, or a close acquaintance? |
|  |  | Have you been employed by the involved agency within the last two years? |
|  |  | Do you have an identifiable work-related relationship with any involved person in this investigation, their family member, or a close acquaintance? For example, have you been in the chain of command with, been supervised by, worked directly with, been trained by, or served on a SWAT or other type of team with any involved person in this investigation? |
|  |  | Have you testified in an administrative or criminal proceeding involving the officer? |
|  |  | Do you have personal knowledge of confidential information regarding the officer? |
|  |  | Have you ever lived with or rented property from any involved person in this incident; a mutual friend, family member, or a close acquaintance? |
|  |  | Do you share a financial interest with any involved person in this incident, their family or a close acquaintance? This includes borrowed or lent money, bought or sold a home, land, car, or shared a joint business venture. |
|  |  | Have you received gifts from the involved officer, such as: sporting tickets, travel, or access to vacation property? |
|  |  | Are there any social relationships that exist between you and any involved person in this incident? (E.g. Traveled or vacationed together, shared access to property, belong to the same club, church, sports team, etc.) |
|  |  | Do you live near and have community contact with any involved person in this incident? |
|  |  | Are you aware of any other association or activity that may influence your ability to serve in a fair and impartial manner in this investigation? |
|  |  | Do you have a record of any misconduct or personal history under WAC 139-12-030(4)(vi), including theft, fraud, dishonesty, and abuse of authority including, excessive use of force, and behavior including harassment, bullying, aggressive or intimidating behavior, or threats of violence, including domestic violence? |
|  |  | Do you have any sustained complaints of biased, racist or xenophobic behavior? |
|  |  | Do any of your social media accounts contain biased, racist or xenophobic statements, photos, jokes, or any type of racially insensitive or offensive material?  |
|  |  | Do you have any sustained complaints of bias against LGBTQ+ communities, persons with disabilities or any other marginalized community? |
|  |  | Do any of your social media accounts contain statements, photos, jokes or any other type of material that is insensitive or offensive to LGBTQ+ communities, persons with disabilities or any other marginalized community? |