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8 **BEFORE THE CRIMINAL JUSTICE TRAINING COMMISSION**
9 **IN AND FOR THE STATE OF WASHINGTON**

10 In re the Certification of

11 MICHAEL FLACK,

12 Respondent.

NO. 23-693

STATEMENT OF CHARGES

13 On or about November 28, 2023, the Washington State Criminal Justice Training
14 Commission (Commission) received a complaint alleging that MICHAEL FLACK, a
15 certified peace officer with the Snohomish County Sheriff's Office (SCSO), engaged in
16 sexual harassment and other misconduct. Following an investigation, the Commission
17 determined that FLACK'S certification is subject to discipline pursuant to
18 RCW 43.101.105(3)(f) and (j)(iv). The circumstances are as follows:

19 **Count I**

20 On or about October 2022, while on-duty as a peace officer, FLACK committed
21 sexual harassment as defined by state law. Specifically, FLACK engaged in conduct
22 that created a hostile work environment for a female officer who was also employed by
23 SCSO. FLACK'S peace officer certification is subject to discipline under RCW
24 43.101.105(3)(f).

25 AND/OR

26 ///

Count II

Between approximately June 2022 and December 2022, FLACK engaged in a pattern of conduct that failed to meet the ethical and professional standards of a peace officer and/or disrupted, diminished, or otherwise jeopardized public trust or confidence in the law enforcement profession when he: (1) sexually harassed a female officer, as described in Count I; and/or (2) while under investigation for the misconduct alleged in Count I, sent unethical, unwanted, and inappropriate messages to the female victim of one of his criminal investigations. FLACK'S peace officer certification is subject to discipline under RCW 43.101.105(3)(j)(iv).

DATED this 21 day of May 2025.

By:



KIMBERLY A. BLISS
Assistant Director, Certification
Washington State Criminal Justice Training Commission