

## SALT LAKE CITY POLICE CIVILIAN REVIEW BOARD

### Investigative Report

#### Internal Affairs Case Number C 2022-0122

Complainant: (Race/Gender)	Fox 13 News Victim: Ryan Outlaw (B/M)
Alleged Policy Violation(s):	Failure to Take Action, Medical Aid & Response Racial Discrimination
Subject Officer: (Race/Gender) Subject Officer's Years of Service:	Officer Ian Anderson (W/M), 5 years Officer Jadah Brown (W/F), 3 years
Date of Alleged Incident:	November 13, 2020
Date Investigation Requested:	August 11, 2022
Date Filed with Internal Affairs	August 11, 2022
Date Investigation Completed:	February 27, 2023
Panel Members:	Perry Bankhead Turner Bitton Dennis Busch Teresa Garrett Kevin Parke
Date of Panel Meeting:	April 18, 2023
Interviews Conducted:	2

**It should be noted that the narratives contained in this report are summaries that have been paraphrased from interviews and reports. They should not be interpreted as verbatim transcripts. The narrative is intended to accurately communicate the substance of the major points in each.**

#### **I. SUMMARY OF COMPLAINT ALLEGATIONS**

Fox 13 News published a news report suggesting that Salt Lake City Police Department (SLCPD) Officers Ian Anderson and Jadah Brown discriminated against Ryan Outlaw on November 13, 2020, and refused to render medical aid when he was fatally injured in a domestic dispute.

#### **II. DOCUMENTS REVIEWED**

1. SLCPD Incident Report No. 20-204987

2. SLCPD Supplemental Reports No. 20-204987
3. SLCPD Investigator Follow Up Report No. 20-204987
4. 911 Calls Received and Response Timeline, Incident No. 20-204987
5. Body Worn Camera Footages (BWC)

### III. THE INVESTIGATION

#### **FOX 13 NEWS REPORT**

On August 9, 2022, Fox 13 News published a news report concerning Ryan Outlaw's death on November 13, 2020. The news report alleged that anonymous members of the law enforcement community prompted Fox 13 News to investigate the incident. The article states that Officers Anderson and Brown ignored Outlaw's pleas for help and refused to render basic first aid to assist him until medical responders arrived. The story implied that Outlaw's race was a factor in the officers' decision to not provide aid.

#### **EVIDENCE**

##### **SLCPD Incident Report No. 20-204987**

An Incident Report was submitted by Officer Jadah Brown. The report reads as follows:

*"Synopsis: This is a report of a homicide. The a/p and the victim were having a domestic dispute at the time of the incident. Witnesses overheard an argument within the apartment and observed both parties uninjured within the apartment. Witnesses then overheard what sounded like silverware being manipulated within the apartment and then observed the victim and the a/p leaving the apartment. The victim was seen doubled over with a stab wound. The victim was taken to the hospital in delta condition where he succumbed to his injuries. Homicide detectives arrived on scene and interviewed the a/p. Crime scene took photos and the major incident log was done for the crime scene.*

*Report: On 11-13-2020 at approximately 1823 hours Officer Anderson and myself arrived at [REDACTED] on a report of a domestic disturbance. Neighbors had heard a female voice yelling "help me" around approximately 1756 hours. Neighbors were unsure what apartment the yelling was coming from, but knew it was the 7th floor, and around 1758 hours they no longer heard a commotion. Around 1821 hours dispatch received calls that the "help me" yells had begun again. At approximately 1823 hours a caller notified dispatch that it looked as though it was apartment [REDACTED] and the male had been stabbed and both individuals were headed towards the elevator.*

*Upon arrival Officer Anderson and myself entered the main entrance of the building and heard Fernanda (Ferny) Tobar yelling for help. Ferny was inside the elevator towards the exit standing over Ryan Outlaw. We had Ferny step out of the way and sit on the stairs. Once Ferny moved we saw Ryan laying on the elevator floor with a stab wound to his chest and covered in blood. Officer Anderson called for medical and extra units to assist.*

*If the door to the elevator closes all of the other floors are notified that the elevator is in service and can utilize the elevator. Since Ryan was in the elevator we could not allow the elevator to leave the floor and it was unable to be propped open so Officer Anderson had to keep the door open. Ferny began to get agitated quickly and kept standing up and even began to walk away at one point. Officer Anderson went to stop Ferny and I kept the door to the elevator open.*

*While I was keeping the elevator door open I observed that Ryan was barely conscious and hardly able to speak. Ryan kept trying to move and I urged him to stay in the recovery position. Ryan told me that he was stabbed, but did not mention a name of who stabbed him. I asked Ryan if he saw or knew who stabbed him, but he was unable to answer. Paramedics arrived on scene and took Ryan to the University of Utah Hospital in delta condition. Officer Stone met the ambulance at the hospital for an updated condition, see his supp. Ryan was rushed into surgery and pronounced deceased at 2006 hours by the hospital staff.*

*Officers O'Neil and Lennberg arrived to the scene. Officers O'Neil and Lennberg started the major incident log, and secured the 7th floor where they observed blood in the hallway, see their supps.*

*I asked Ferny if she knew what had happened and she said that her and Ryan had been arguing over his multiple "baby mommas". Ferny said that Ryan got angry and stepped out of the apartment to go smoke. Ferny said Ryan did not seem to be gone long enough to have actually left to smoke. Ferny said Ryan walked away, then turned around and came back to the apartment. Ferny said when Ryan returned he had been stabbed. I asked for clarification on if Ferny had seen any injuries on Ryan prior to noticing the stab wound. Ferny said that she had thrown a shoe at Ryan before he left, but did not see an injury from that.*

*While holding scene security near the elevator Ferny continued to share her account of what happened. Ferny went on to say that when Ryan came back from smoking she saw an injury near his lip. Ferny said that she asked him how he got injured and then on the way to the elevator he got stabbed. Ferny said she had been drinking and her stories were difficult to follow. At different times Ferny said Ryan arrived stabbed, was stabbed while walking to the elevator, or that he was stabbed while she exited the apartment. Ferny said she did not see anyone stab him or know anyone else in the building who would want to hurt him.*

*While Ferny was sitting there she said something that sounded like "Ryan was drunk." I asked if she said Ryan was drunk and Ferny said that he seemed drunk. Ferny said that during the argument Ryan had continuously seemed drunk. Ferny said she was concerned that she was going to get into trouble because of her actions when Ryan was drunk. I left Officers Anderson and Lennberg with Ferny so that I could speak to witnesses upstairs. Officer Anderson said Ferny said Ryan had choked her which led to her reacting, see his supp.*

*I went to the 7th floor to speak with witnesses on what they had seen and heard. I observed that there were several droplets of blood outside of the door to apartment [REDACTED] between [REDACTED] and [REDACTED]. There were several more droplets of blood across the hall outside of apartment [REDACTED]. Crime lab documented these droplets.*

*Jessica [REDACTED] lives [REDACTED] from Ryan and Ferny in [REDACTED]. Jessica said that she got home and heard arguing across the hall. Jessica said she kept hearing Ferny screaming for help and Ryan telling her she was a "psycho". Jessica said she stepped inside her own apartment and watched through the peephole as she called 911.*

*Jessica said that she saw Ferny open the apartment door and Ryan closed it. Jessica said she saw this several times, but at one point the door opened and she was able to see inside. Jessica said she only saw Ryan and Ferny in the apartment and neither seemed injured. Jessica said she saw Ferny "put her hands" on Ryan and they went back into the apartment and continued to argue. Jessica said she never saw Ryan get physical with Ferny, but did see Ferny get physical with Ryan.*

*Jessica said she heard what sounded like someone rummaging through a drawer of silverware. Jessica said she heard Ferny yell "just give me the belt" and the rummaging in the drawer stopped.*

*Jessica said she heard perhaps 30 seconds of silence before Ferny began yelling for help. Jessica said she saw Ryan stumble out of apartment 704 hunched over and holding himself crying for an ambulance. Jessica saw both individuals heading towards the elevator.*

*Jessica said that from the moment she saw the door open and both individuals inside uninjured to the moment they left with Ryan stabbed she was watching through the peephole. Jessica said she never saw anyone else enter or leave the apartment during that time.*

*Shayne [REDACTED] lives [REDACTED] and had a similar story. Shayne did say when Ryan and Ferny stepped out into the hallway they heard Ferny say "sorry baby" and Ryan ask for an ambulance.*

*Detectives arrived and took control of the scene. Detectives had Ferny transported to the PSB interview rooms by Officer O'Neil. I held scene security on the 7th floor prior to being informed we needed an officer on scene security outside.*

*I went outside and in the courtyard east of the apartment window there was a broken speaker and a candle. I held scene security over the outside portion. Residents in the courtyard area said they had not seen the items thrown, but when they heard it crash it sounded like it had to have come from an apartment high up.*

*Crime lab arrived and documented the scene. Witness statements were collected. This is a summary of the events as relayed to me and observed by me. This is not a word for word account of the incident.*

*Axon recorded with breaks for private officer discussions and periods of inactivity. NFD, U64”*

**SLCPD Supplemental Report No. 20-204987**

A Supplemental Report was submitted by Officer Ian Anderson. The report reads as follows:

*“SYNOPSIS: This is a supplemental report to the original case that occurred at 239 E South Temple St. Axon recorded.*

*NARRATIVE: I was dispatched as a backing officer on a domestic disturbance that occurred at [REDACTED]. The call log stated that neighbors could hear someone screaming "help me" from an unknown apartment number. The notes indicated that disturbance had gone quiet. Approximately 23 minutes later, further notes on the call indicated that a female was yelling for help. Two minutes after this, a complainant stated that a male may have stabbed and that a female possibly stabbed him.*

*I arrived on scene with the initial officer as the stabbing information was provided to us. I approached the front doors of the apartment complex and saw a female inside the entry way that appeared to be upset and crying. The female had black hair and was wearing a black or dark grey shirt and sweat pants. She was not wearing any footwear. She was later identified as Fernanda (Fernie) Tobar. As I approached Fernie, I was able to see into a nearby elevator to the left of the entry way. Inside the elevator I saw a male lying on the floor and bleeding severely from his chest. I noticed that his shirt had a large blood spot on the front that was approximately 10 inches in diameter. Fernie said the male's name was Ryan. I immediately called medical personnel to the scene. I attempted to speak to Ryan to gain information about what happened but he was unable to speak to me. Due to the notes from the call log, I knew that Fernie may be the suspect. Fernie attempted to leave the scene several times and was not listening to officer commands to sit down and stay in one place. Fernie exited the apartment building at one point but was followed by the initial officer and ordered to come back inside.*

*I am familiar with the elevator at the dispatched address. It is very old and has two security doors. The outside door swings outward and the inside door slides open and closed. I know that if the outside door is open, the elevator can not be used or called by somebody on another level. Due to the rapidly evolving scene with the possible suspect attempting to leave the scene and the nature of the elevator, I was unable to render any aid to Ryan, other than giving him instructions to turn on his side and to stay awake and talk to me.*

*Medical personnel arrived and rendered aid to Ryan. He was eventually transported to the University of Utah Hospital in delta condition.*

*I asked Fernie what happened to Ryan. She stated that she did not know how he suffered his wound. I asked her basic clarifying questions. I started by asking her what happened. She stated that she had been arguing with Ryan and she threw a shoe at him and hit him in the face. She stated that Ryan left the room for a short period of time and came back with a bloody lip. Fernie stated that Ryan left for approximately 30 minutes and that she did not know where he went. I asked her if Ryan returned to the apartment and if he was injured when he returned. She stated that he did return but he was not injured. I asked if anybody was with him or if anybody else was around them and Fernie stated that there was nobody with him or around them. Fernie stated several times that she wanted to leave to go to the hospital to check on Ryan. I repeatedly told her that Ryan was still being treated by doctors and that he was receiving the best care possible. She also asked several times to use a phone to call someone.*

*I asked Fernie a clarifying question about what happened when Ryan returned to their apartment. She stated that they argued more and that it escalated but she could not clarify what she meant. Fernie stated to me that she was with Ryan the entire time from when they both left their apartment and down the elevator to the first floor.*

*While waiting with Fernie, she made a few statements without being provoked or asked. She stated that Ryan had been strangling her and that she could not breathe. Fernie also stated that she did not stab Ryan with a knife.*

*I went upstairs to the seventh floor and assisted with securing the scene there. I remained at that scene until I was relieved by another officer.*

*This is a summary of the events that occurred and not a verbatim account. See Axon footage for exact accounts.*

*My body camera may have been periodically deactivated or muted for private conversations with other officers or supervisors on scene away from civilian interaction.*

*T91 NFD”*

### **SLCPD Investigator Follow-Up Report No. 20-204987**

An Investigative Follow-up Reports was submitted by Detective Tiffany Pappas. The reports read as follows:

#### **Detective Tiffany Pappas’ Follow-Up Report**

*“I attended the autopsy of Ryan Outlaw on 11/14/20 at the Office of the Medical Examiner. Dr. Ulmer performed the examination. She stated that there were 2*

*sharp force wounds. There was one on his left upper chest and the left lower quadrant of his abdomen. Dr. Ulmer said there was evidence that the heart had been “patched” and thus was likely bleeding into itself as a result of the injuries. The other injury affected the liver and potentially a vein or artery which would have also caused bleeding internally. Dr. Ulmer said that she would classify this death as a Homicide due to Sharp Force Injuries.*

*I collected the following items from the OME and booked them into Evidence at the PSB:*

*L hand nail clippings  
R hand nail clippings  
DNA spot card  
Photo CD  
Fingerprints*

*\*Photo CD retained with case file. Photo uploaded onto Homicide “I” drive.*

*Nfd, M81”*

### **911 Calls Received and Response Timeline, Incident No. 20-204987**

The following is a timeline of the calls received by 9-1-1 and the officer and medical dispatch, response and arrival to the incident scene:

- 5:56:19 – Call received by 9-1-1. Reported as a domestic dispute by a neighbor who reported a male and female were yelling for help. She did not provide a description of the male or female, was unsure if the dispute was physical or if weapons were involved. The neighbor did not want to be contacted by police.
- 5:57:43 – Call is queued<sup>1</sup> by dispatch.
- 5:59:40 – Call is broadcast by dispatch.
- 6:16:00 – Officer Brown is dispatched to call.
- 6:18:00 – Officer Anderson is dispatched to call as backing officer.
- 6:21:26 – 2<sup>nd</sup> call received by SLC911. Reported a female screaming, “*Help me*” and information that the incident was possibly at apartment #704.
- 6:23:36 – Officer Brown and Anderson arrive on-scene.
- 6:23:59 – Dispatch reports the male might have been stabbed by the female.
- 6:24:28 – Dispatch reports both officers going to elevator.
- 6:25:00 – Officer Anderson calls for medical to respond.
- 6:27:05 – Gold Cross Ambulance accepts call.
- 6:27:35 – Officer Anderson calls Charlie-Delta<sup>2</sup> condition.
- 6:30:00 – Ambulance arrives on scene.
- 6:35:06 – Victim is transported to hospital in Delta condition.

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<sup>1</sup> Call placed in line or on hold with other calls waiting.

<sup>2</sup> A potentially life-threatening emergency medical condition.

### **Body Worn Camera Footages**

The BWC footages from Officers Ian Anderson and Jadah Brown are overlapping and captured the following:

The footage begins with Officer Brown and Anderson arriving at an apartment building. They approached a locked entrance door, and the door was opened by a female, Fernanda Tobar. Tobar was heard crying as she told the officers, *"I don't know what happened. We were just arguing."* Tobar took the officers to the elevator and then sat on the steps of a staircase approximately 10-12 feet from the elevator. Officer Brown stood next to Tobar. Officer Anderson approached the elevator and put his back against the elevator door to stop it from closing. A male was observed lying on the elevator floor with blood on his shirt and moaning loudly. Officer Anderson radioed dispatch and requested medical respond to the scene for a male who may have been stabbed and was bleeding from the chest. He informed dispatch the male was conscious and breathing. Officer Anderson repeatedly asked the male for his name, but he did not or was unable to answer. Tobar told the officers that the man's name was Ryan. Officer Anderson asked Outlaw to turn onto his side or to try and crawl out of the elevator. Officer Brown asked Tobar if the male was her boyfriend, and she nodded her in the affirmative. Tobar said she did not see what happened to him, but she thought he may have fallen on something sharp, possibly inside their apartment. Tobar began to cry loudly and tried to approach the elevator and asked both officers why they were not helping Outlaw. Officer Brown stopped her and told Tobar she needed to have a seat and that medical was enroute to assist Outlaw. Officer Brown requested her information and Tobar spelled out her full name and provided her date of birth.

As Officer Brown was writing the information down, Tobar stood up and quickly walked to the door and exited the building. Officer Anderson asked Officer Brown to stay with Outlaw and he proceeded to the door and followed Tobar outside. He yelled at Tobar to stop, and she stopped walking and stood several feet from the doorway. Officer Anderson held the door open and ordered Tobar to get back inside twice. She walked towards the door and said, *"You're not doing anything about this."* Officer Anderson said, *"What am I supposed to do. We have medical coming."*

Officer Brown stood in the elevator doorway with her back against the elevator door. She asked Outlaw what happened, and he moaned and grunted but did not answer her. Officer Anderson escorted Tobar back into the building and ordered her to sit on the stairs and stay put. Officer Brown told Tobar that medical was on the way but she needed her to cooperate with them so they could help Outlaw. Officer Brown told Outlaw to take a deep breath and to try and stay on his side. Tobar told Officer Anderson that she and Outlaw were inside their apartment arguing and then he went out into the hallway. She went outside to look for him, and she found him *"like this."* Tobar asked why they were just letting Outlaw lay there like that, and Officer Anderson responded, *"We're not paramedics. We have medical on the way."* Tobar asked, *"So you're just gonna watch him?"*



Tobar stood up and, again, began walking toward the entrance/exit door. Officer Anderson touched her shoulder and informed Tobar that she needed to stay right where she was, or he would put her in handcuffs. Tobar sat on the stairs. Officer Anderson told Tobar that she needed to start giving them straight answers because Outlaw did not just get stabbed in an elevator. Tobar replied, “I swear to God, I just went outside, and you don’t believe me. I don’t know what happened to him.” Outlaw said, “They stabbed my stomach.” Officer Brown asked him who stabbed him, and Outlaw said he did not know and that he could not breathe. Officer Brown asked Outlaw to hold on and she ran to the entrance door and opened it. Officer Anderson moved to the elevator door and put his arm in the doorway. An ambulance was observed parking along the street. Officer Brown held the door open while they entered with a stretcher and Emergency Medical Services (EMS) went to the elevator to assess Outlaw.

Both officers remained on scene and continued their investigation for approximately an hour after Outlaw was transported to the hospital via ambulance.

*[It should be noted that several people were observed walking in and out of the apartment building door and passing the elevator where Outlaw lay injured. It was presumed the people entering the building were residents because they were able to unlock the entrance door and then attempted to access the foyer staircase. Officer Brown was able to stop a couple of people from entering and asked them to wait outside due to a medical emergency.]*

### **SLCPD SUBJECT OFFICER INTERVIEWS**

Subject Officer interviews were conducted with Officers Ian Anderson and Jadah Brown by the IAU and are detailed below.

#### **Officer Ian Anderson’s IA Interview<sup>3</sup>**

[REDACTED]

[REDACTED]

<sup>3</sup> The interview was conducted by IAU Sergeant Joshua Allred on September 22, 2022. Also present, IAU Sgt. Angela Cooper, Attorney Cameron Platt, SLC Attorney Justin Anderson and CRB Investigator Tonya Richardson.

[Redacted]

[Redacted]

[Redacted]

**Officer Jadah Brown's IA Interview<sup>4</sup>**

[Redacted]

[Redacted]

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<sup>4</sup> The interview was conducted by IAU Sergeant Joshua Allred on September 27, 2022. Also present, IAU Sgt. Angela Cooper, Attorney Cameron Platt, SLC Attorney Justin Anderson and CRB Investigator Tonya Richardson.

[REDACTED]

[REDACTED]

[REDACTED]

**[On December 10, 2021, Fernanda Tobar’s trial concluded with the jury finding her guilty of Manslaughter, 3<sup>rd</sup> Degree Felony, with Domestic Violence. On February 18, 2022, Fernanda Tobar was sentenced to an indeterminate term of not to exceed five years in the Utah State Prison.]**

**Allegations:**

The Fox 13 News story alleged that Officers Anderson and Brown refused to provide medical aid to Outlaw when he was stabbed in a domestic dispute, alluding that his race was a factor in their decision.

**Relevant SLCPD Policies:**

The following policies were in effect at the time of this incident:

**321.4.3 DISCRIMINATION, OPPRESSION OR FAVORITISM**

Discriminating against, oppressing or providing favoritism to any person because of age, race, color, religion, sex, sexual orientation, gender identity or expression, national origin, ancestry, marital status, physical or mental disability, meta condition or other classification protected by law, or intentionally and unlawfully denying or impeding another in the exercise or enjoyment of any right, privilege, power, or immunity.

**403.4 FIRST RESPONDER CONSIDERATIONS**

The following list generally describes the first responder’s function at a crime or disaster scene. This list is not intended to be all-inclusive, is not necessarily in order and may be altered according to the demands of each situation:

- (a) Broadcast emergency information, including requests for additional assistance and Investigative Report resources.

- (b) Provide for the general safety of those within the immediate area by mitigating, reducing or eliminating threats or dangers.
- (c) Locate or identify suspects and determine whether dangerous suspects are still within the area.
- (d) Provide first aid to injured parties if it can be done safely.
- (e) Evacuate the location safely as required or appropriate.
- (f) Secure the inner perimeter.
- (g) Protect items of apparent evidentiary value.
- (h) Secure an outer perimeter.
- (i) Identify potential witnesses.
- (j) Start a Major Incident Log noting critical times and all personnel allowed access.

## **432 MEDICAL AID AND RESPONSE**

### **432.3 FIRST RESPONDING MEMBER RESPONSIBILITIES**

When needed, members should contact Dispatch and request response by emergency medical services (EMS). Members should follow universal precautions when interacting with individuals in need of medical aid, such as wearing gloves and avoiding contact with bodily fluids, consistent with the Communicable Diseases Policy.

When requesting EMS, the member should provide Dispatch with information for relay to EMS personnel in order to enable an appropriate response, including:

- (a) The location where EMS is needed.
- (b) The nature of the incident.
- (c) Any known scene hazards.
- (d) Information on the person in need of EMS, such as:
  1. Signs and symptoms as observed by the member.
  2. Changes in apparent condition.
  3. Number of patients, sex and age, if known.
  4. Whether the person is conscious, breathing and alert, or is believed to have consumed drugs or alcohol.
  5. Whether the person is showing signs or symptoms of excited delirium or other agitated chaotic behavior.

Members should stabilize the scene whenever practicable while awaiting the arrival of EMS and should inform dispatch when the scene is clear for EMS.

Members should not direct EMS personnel whether to transport the person for treatment.

### **310.3 DOMESTIC VIOLENCE OFFICER SAFETY**

Domestic violence cases often place officers in emotionally charged and sometimes highly dangerous environments. No provision of this policy is intended to supersede the responsibility of all officers to exercise due caution and reasonable care in providing for the safety of any officers and parties involved.

### **Analysis and Investigator Recommendation:**

Officer Anderson immediately called for EMS to respond when he arrived at the scene and saw Outlaw laying in the elevator injured. Officers Anderson and Brown took turns standing in the elevator doorway to keep it from closing and being called to other floors in the apartment building and losing sight of Outlaw. Neither Officer Anderson nor Officer Brown was observed providing medical assistance to Outlaw as they waited for the ambulance to arrive at the scene. They were on scene for a total of six minutes and twenty-four seconds (6:24) when EMS arrived and began assessing and treating Outlaw.

Several people, presumably residents of the apartment building, walked closely past the elevator to access the stairs because the officers were blocking the elevator door. Both officers stated it was unclear if any of these people were potential suspects or had any weapons because Outlaw told them he had been stabbed, but he did not know who stabbed him. He never pointed to Tobar or made any indication that she was the person who stabbed him. Callers informed dispatch Tobar may have stabbed him, but she was insistent that she did not. She said Outlaw went into the hallway after their argument and when she went to look for him, she found him injured. Tobar did not provide any information about how Outlaw was stabbed or who stabbed him. Tobar did not appear to have any blood on her clothing or hands and a weapon/knife was not observed in her possession or inside the elevator.

Both officers described the scene as chaotic for the following reasons: They had to hold the elevator door open, determine who was a suspect(s), deflect residents walking near the crime scene because they were unsure if they had weapons, obtain information from Tobar, stop her from fleeing the scene, observing one another for safety, and making sure the scene was clear for medical to respond.

SLCPD Policy 403.4(d) allows responding officers to use discretion when providing first aid to injured parties if it can be done safely. Officers Anderson and Brown both stated they did not refuse to help Outlaw, but felt it was not safe to render medical aid to him and they did not have the proper medical equipment to do so. Policy 432.3 advises officers to follow universal precautions when interacting with individuals in need of medical aid, such as wearing gloves and avoiding contact with bodily fluids.

Officers Anderson and Brown denied discriminating against Outlaw and not providing medical aid to him because of his race. They both reiterated that it was not safe to do so, and they did not have the proper medical equipment.

The Reporting Investigator recommends the panel thoroughly review the allegation, evidence and interview statements provided in the report to render a finding and recommendation based on the existing SLCPD policies listed above.

**Definitions:**

Unfounded: The reported incident did not occur.

Exonerated: The employee's actions were reasonable under the circumstances.

No determination is possible: There is insufficient evidence to support a conclusion as to whether or not the employee violated policy.

Sustained: The employee's action(s) are in violation of the policy or procedure of the Police department.

**Panel Findings and Recommendation:**

As to the allegation of Racial Discrimination the Panel determines:

**Officer Ian Anderson: Unfounded**

**Officer Jadah Brown: Unfounded**

As to the allegation of Failure to Take Action the Panel determines:

**Officer Ian Anderson: No Determination**

**Officer Jadah Brown: No Determination**

The Panel makes a finding that this matter is in the public eye and therefore recommends that this report be made public.

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Teresa Garrett, by: *Tonya Richardson*

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Date: April 18, 2023