



**San Francisco Police Department  
Professional Standards & Principled Policing Bureau  
Department of Justice Compliance**

<p><b>Individual Recommendation Report</b></p> <p><b>Bureau:</b> Field Operations</p> <p><b>Rec. Number:</b> 28.2</p> <p><b>Assigned To Project Manager:</b> Lt. Gilmore</p> <p><b>Prepared by:</b> Lt. Gilmore</p> <p><b>Priority:</b> High</p>	<p><b>Reserved For PSPPB Only</b></p> <p><input type="checkbox"/> <b>President’s Task Force</b></p> <p><input type="checkbox"/> <b>Blue Ribbon Panel</b></p> <p><input type="checkbox"/> <b>CJTF SF Bar Association</b></p> <p><input type="checkbox"/> <b>Department of Police Accountability</b></p> <p><input type="checkbox"/> <b>Civil Grand Jury:</b></p>
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**DOJ Recommendation #: 28.2**

*The SFPD should provide for open, ongoing command engagement around the issue of bias, both internal and external to the department*

**DOJ Objective: Bias**

**Executive Summary:**

In order to increase transparency and continue to build trust with the community, the City and County of San Francisco, the San Francisco Police Department shall provide for open, ongoing command engagement around the issue of bias, both internal and external to the SFPD.

Internally, the Chief’s Office will communicate to all commands via written memos, emails, meetings, video messages and/or training videos. The goal is to ensure bias does not go unreported among the members of the San Francisco Police Department or during our engagement with the community. Information will be disseminated both internally and with the public on how to report biased behavior, and all personnel shall be encouraged to report perceived bias to the appropriated officials (e.g. Department Bulletin 15-249 “Not on My Watch Pledge”). This pledge has now been incorporated into the swearing in during SFPD Recruit Graduation. (reference DOJ Recommendation 28.7).

The San Francisco Police Department as recommended in 26.2, the San Francisco Police Department provided in their response anti-bias policies and practices, mechanisms for reporting police misconduct, and well as disciplinary measures. The San Francisco Police Department in response to DOJ recommendation 25.1, has also began to with internal and external stakeholders in the drafting of revisions to Department General Orders 5.17 “Policy Prohibiting Bias Policing” and 11.07 “Prohibiting Discrimination, Harassment and Retaliation”.

The Command Staff shall present on a quarterly basis, a topic for discussion relevant to the issue of bias and/or procedural justice. As part of DOJ Recommendation 28.3, the San Francisco Police Department Training Division drafted the first monthly roll call training which covers, Procedural Justice – Principle #1 – Voice. Future topics will include, leadership principles/issues, tenants of procedural justice, implicit bias, and ensuring fair and impartial policing by all members (reference



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DOJ Recommendation 28.3). Additionally, as part of DOJ Recommendation 26.3 the San Francisco Police Department did implement a public education campaign on the policies and procedures for reporting misconduct, especially those regarding bias via the San Francisco Police Department's website.(reference DOJ recommendation 26.3).

In conjunction with DOJ recommendation 28.5, the San Francisco Police Department and the SFPD- Professional Development Unit implemented "Implicit Bias-Fair and Impartial Policing" training into the AO/CPT training cycles starting in 2017. The course has been approved by California Police Officer Standards of Training (POST) for presentation. Instructors will train and discuss the responsibilities of supervisors to recognize bias behaviors and the need to intervene. This course is a 2-hour block which will be presented to all officers and Sergeants. Management level supervisors have already attended this training. HRMS and POST EDI tracks all officers' training (reference DOJ Recommendation 28.5)

### **Purpose:**

The SFPD should provide for open, ongoing command engagement around the issue of bias, both internal and external to the department

### **Policy:**

The San Francisco Police Department in response to DOJ recommendation 25.1, has also began to work with internal and external stakeholders in the drafting of revisions to Department General Orders 5.17 "Policy Prohibiting Bias Policing" and 11.07 "Prohibiting Discrimination, Harassment and Retaliation".

### **Audit (if applicable):**

HRMS Audits

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### **Written Directive: (D.G.O., Dept. Manual, Bureau Orders, Dept. Bulletins, etc.)**

DGO 2.05 Citizen Complaints against Non-Sworn Members  
DGO 2.07 Discipline process for Sworn Officers  
DGO 5.15 Enforcement of Immigration Laws  
DGO 5.17 Policy Prohibiting Biased Policing  
DGO 5.20 Language Access Services For Limited English Proficient Persons  
DGO 6.13 Prejudice-Based Incidents  
DGO 10.8 Use of Computers and Peripheral Equipment  
DGO 11.07 Prohibiting Discrimination, Harassment, and Retaliation  
DB 15-249 Not On My Watch Pledge  
DB 16-89 Department E-Mail Policy  
DB16-118 Harassment Free Work Place  
DB 16-166 U.S. DOJ Collaborative Report  
DB 16-216 Mandatory Reading  
DB 17-126 Monthly Roll-Call Training

### **Supporting Documentation: (Learning Domains, Power points, Lesson Plans, Policies)**

### **Implementation, training & records (How to prove we did what we said?)**

SFPD Police Academy Training Records  
SFPD HRMS Training Audits