



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

<b>Individual Recommendation Status Report</b> Bureau: Chief's Office Rec. Number: 28.6 Assigned To Project Manager: Chief Chaplin Prepared by: Lt. Gilmore Priority: High	<b>Reserved For Executive Sponsor Only</b> Date Issued: November 7, 2016 Return Date: May 9, 2017 Success level: Choose One Other Status: Noncompliance: Waiver approval:
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**Notes:**

Issue a Chief's Directive ordering staff to draft a policy/procedure to investigate allegations of bias as a priority.

**DOJ Objective: Bias**

**DOJ Recommendation #: 28.6**

The SFPD must address practices within the organization that reflect explicit biases and intervene with firm, timely disciplinary responses.

**Purpose:**

**Policy:**

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

Written Directive to Deputy Chief of Staff to develop a policy in the form of a Unit Order regarding the investigation of bias against a member of the SFPD.

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

The SFPD will not tolerate behavior in any form which falls below the minimum standards required of a sworn officer, especially conduct that demonstrates explicit bias which compromises the tenets of procedural justice.

Attached are the following Documents;

Copy of Internal Affairs Division, Unit Order # 17-02, outlining their Case Assignment and Prioritization Procedure.

Department Bulletin 15-249 'Not on my Watch' pledge.

Redacted copies of memoranda from members for the Department reporting incidents of possible bias, and the ensuing complaint specifications sent to the Police Commission for a ruling on discipline.

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



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- Bias awareness training is ongoing at the Academy and is part of the curriculum for advanced training (AO) provided to members bi-annually.
- The Internal Affairs Division monitor and provide updates to the Chief of Police on all open complaints against members.
- The Department of Police Accountability must provide the SFPD with information on the number of complaints received against members that DPA characterizes as allegations of bias per San Francisco Administrative Code Chapter 96A. Included in this information is the number of such complaints closed and the total number of each type of disposition for such complaints.