



**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: 28.7 Assigned To Project Manager: Lt. Gilmore 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:
--	---

Notes:

**DOJ Objective: Bias**

**DOJ Recommendation #:** 28.7

The SFPD needs to encourage all personnel to report biased behavior to the appropriate officials.

**Purpose:**

**Policy:**

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

Memorandum to Deputy Chiefs and Director of Community Engagement

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

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 appropriate officials.

- o Department Bulletin 15-249 – Not on My Watch
- o Internal Affairs Division 'unit order' outlining Case Assignment and Prioritization Procedure.
- o Department memoranda received reporting alleged bias, and the ensuing complaint specification sent to the Police Commission for discipline ruling.

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

- o 'Not on my Watch' pledge is given by the Chief of Police to all graduating academy classes.
- o Biased and Procedural Justice training is on-going at Academy.
- o Department monitors all bias related complaints.
- o Internal Affairs Division monitor all complaints received against Officers.



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

- Beginning with the first quarter for 2017, The Department of Police Accountability provides SFPD information on complaints received against Officers which it characterized as allegations of bias. SFPD will publish this information per Administrative Code, Chapter 96A reporting requirements.