



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

<b>Individual Recommendation Report</b> <b>Bureau:</b> Administration <b>Rec. Number:</b> 49.3 <b>Assigned To Project Manager:</b> A/Captain Michelle Jean #935 <b>Prepared by:</b> A/Captain Michelle Jean #935 <b>Priority:</b> Low	<b>Reserved For Executive Sponsor Only</b> <b>Date Issued:</b> December 6, 2016 <b>Return Date:</b> June 5, 2017 <b>Success level:</b> Choose One <b>Other Status:</b> <b>Noncompliance:</b> <b>Waiver approval:</b>
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Notes:

**DOJ Objective: Community Policing**

**DOJ Recommendation #: 49.3**

The SFPD's training needs to expand beyond traditional community policing and include the foundation and concepts of procedural justice and related concepts.

**Purpose:**

Based on this recommendation, the Training Division will implement the following:

-The foundation and concepts of procedural justice and other related concepts, has been added to all Learning Domains and Extend Course Outlines in the Basic Academy. Recruits will participate in a learning activity/scenario for each LD.

-Monthly on-going roll call training will begin in June, 2017. The roll call training topics will address officers and supervisors role in promoting fair and impartial policing. Initial topics will cover the importance and value of tenants of procedural justice, the impact implicit bias has on policing and community trust, and the role each member has in ensuring fair and impartial policing by all members.

-8 hour curriculum: Procedural Justice for all in-service members to attend while at AO/CPT began January 2017.

**Policy:**

This policy mandates that SFPD expand beyond traditional community policing and include the foundation and concepts of procedural justice and related concepts. The SFPD's Training Division has implemented this DOJ – CRI #49.3 and will provide the above on-going training to recruits and in-service members.

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



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

- POST – Expanded Course Outline - Regular Basic Course Learning Domain – LD 6 – Property Crimes.
- POST Learning Domains which cover Community Policing, and total hours of time dedicated to each LD.
- June 2017, Roll call training – Procedural Justice, Principle 1, Voice.

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

- Review LD's at the SFPD's Basic Academy
- Review monthly roll call training for June 2017 – HRMS tracking
- Review 8 hour curriculum taught in AO/CPT for Procedural Justice – HRMS tracking.

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**Reserved for PSPPB Only**

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Civil Grand Jury: