

SFPD Sustained Complaints Report
Internal Affairs Division

Complaint Number	DPA Complaint #	Date Filed with IAD	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
MCD-2021-0117		8/10/21	ND	Improper Conduct	08/01/2022	Incomplete Discipline	Retired	Open - Pending Chiefs Hearing	Failed to respond to an incident as required in Field Operations Bureau General Order #17-01. Failed to provide oversight as required in Field Operations Bureau General Order #17-01.
MCD-2021-0117		8/10/21	ND	Improper Conduct	08/01/2022	Retraining, Suspension (2 days served)	8/29/22-8/30/22	Open - Pending Chiefs Hearing	Failed to comply with department policy regarding a domestic violence investigation, a violation of DGO 6.09. Failed to guide and instruct subordinates in the performance of their duties and require strict compliance with the policies and procedures of the Department pertaining to a DV investigation, in violation of DGO 1.06.I.A.2 and DGO 6.09
MCD-2021-0117		8/10/21	ND	Improper Conduct	08/01/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to comply with department policy regarding a domestic violence investigation, a violation of DGO 6.09. Failed to guide and instruct subordinates in the performance of their duties and require strict compliance with the policies and procedures of the Department pertaining to a DV investigation, in violation of DGO 1.06.I.A.2 and DGO 6.09
MCD-2022-0066		6/6/22	CU	Improper Conduct	08/01/2022	Admonishment, Retraining	09/22/2022	Closed	Used derogatory terms and phrases in an e-mail sent via Department e-mail. Sent an e-mail from Department e-mail to a non-Department e-mail with no reference to a work-related purpose.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

SFPD Sustained Complaints Report
Internal Affairs Division

Complaint Number	DPA Complaint #	Date Filed with IAD	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
UOF 21-0001		4/21/21	ND	Not In Policy	08/01/2022	Retraining, Written Reprimand	08/05/2023	Closed	Sustained Neglect of Duty/Misconduct in violation of DGO 10.11
MCDO-2021-0046	00047725-21	5/26/22	ND	Improper Conduct	08/15/2022	Admonishment, Retraining	11/23/2022	Closed	Failed to activate a body-worn camera as required, DGO 10.11 & DB 20-175.
MCD-2022-0037		1/27/22	ND	Improper Conduct	08/18/2022	Incomplete Discipline	Resigned	Closed	Violated DGO 2.01 Rule 10, and DN 20-070 by sending an inappropriate email
MCD-2022-0082		7/26/22	ND	Improper Conduct	08/24/2022	Admonishment, Retraining	08/29/2022	Closed	Failed to comply with Public Records on Personal Electronic Devices (DN 21-168).
MCD-2022-0086		7/11/22	ND	Improper Conduct	08/24/2022	Admonishment, Retraining	08/29/2022	Closed	Failed to take proper care of Department issued ID cards, Department issued cell phone, and keys in violation of DGO 2.01, 22 and DGO 10.02.I.A.1.
MCDO-2020-0052	00045272-20	5/26/22	ND	Improper Conduct	08/25/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to utilize de-escalation techniques such as time and distance, which resulted in an Officer-Involved Shooting. Failed to issue warnings before deploying ERIW, DGO 5.01.
MCDO-2020-0052	00045272-20	5/26/22	ND	Improper Conduct	08/25/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to issue the ERIW warning, DGO 5.01. Activated Body-worn camera long after becoming involved in an incident, DGO 10.11, as modified by DB 18-256.
MCDO-2020-0052	00045272-20	5/26/22	ND	Improper Conduct	08/25/2022	Incomplete Discipline	Retired	Open - Pending Chiefs Hearing	Failed to activate body-worn camera, DGO 10.11, as modified by DB 18-256.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

SFPD Sustained Complaints Report
Internal Affairs Division

Complaint Number	DPA Complaint #	Date Filed with IAD	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
MCD-2021-0356		11/5/21	CU, ND	Improper Conduct	08/29/2022	Terminated	12/23/2022	Closed	Was involved in a road rage incident while off-duty and made intimidating statements to the victim in violation of DGO 2.01(9) Utilized a Department landline phone to call the victim's parent and make intimidating statements in violation of DGO 2.01(23) Use of Department Property. Engaged in activity that caused inattention to duty in violation of DGO 2.01(40) Personal Business. Provided a dishonest statement during interview with IAD in violation of DGO 2.01(21) Cooperation with Investigations.
MCDO-2021-0044	00046148-21	5/25/22	Unnecessary Force, Unwarranted Action	Improper Conduct	08/29/2022	Open - Pending Police Commission	Pending	Open - Pending Police Commission	Conducted an improper search or seizure, Fourth Amendment, DN 21-012. Used unnecessary or excessive force, DGO 5.01. Detained someone without justification, DGO 5.03.
MCD-2022-0001		11/23/21	ND	Improper Conduct	08/30/2022	Incomplete Discipline	Resigned	Closed	Engaged in secondary employment without prior written permission from the Chief of Police, in a violation of DGO 11.02(II)(A)(3) Secondary Employment: Written Permissions.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

SFPD Sustained Complaints Report
Internal Affairs Division

Complaint Number	DPA Complaint #	Date Filed with IAD	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
MCD-2021-0143		9/23/21	Insubordination	Improper Conduct	08/31/2022	Admonishment, Retraining	11/19/2022	Closed	Was insubordinate in regards to training. After being advised training was denied, still attended the training in violation of DGO 2.01, Rule 10. Failed to staff members for a Deployment Plan as directed by the Commanding Officer, in violation of DGO 2.01 Rule 10 WRITTEN ORDERS.

Note: While efforts were made to present narrative related only to sustained misconduct, descriptions provided in the complaint summary field may include details that were investigated but not corroborated by IAD.

Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

ATF – Bureau of Alcohol, Tobacco, Firearms and Explosives

AWOL – Absent Without Leave

BWC – Body Worn Camera

CAD – Computer Aided Dispatch

CIT – Crisis Intervention Team

CRD – Conduct Reflecting Discredit

CSI – Crime Scene Investigation

CU – Conduct Unbecoming

DB – Department Bulletin

DGO – Department General Order

DN – Department Notice

DOC – Department Operations Center

DPA – San Francisco Department of Police Accountability

DSW – Disaster Service Worker

DUI – Driving Under the Influence

DV – Domestic Violence

EEO – Equal Employment Opportunity

ERIW – Extended Range Impact Weapon

FMLA – Family and Medical Leave Act

FTA – Failure to Appear

FTO – Field Training Officer

HRMS – Human Resource Management System

LEP – Language Access Services for Limited English Proficient

ND – Neglect of Duty

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

PLES – Police Law Enforcement Services

SDCS – Stop Data Collection System

SFO – San Francisco International Airport

SF SPCA – San Francisco Society for the Prevention of Cruelty to Animals

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force

Please Note: Data for this report has been extracted from the SFPD Administrative Investigations Management (AIM) database on September 12, 2023. The AIM database requires manual data entry. Some cases that are designated as open within this report may have been closed at the time of the data query, but may not have been updated in the system. Additionally, some cases may have subsequently closed.