



DEPARTMENT NOTICE

23-192

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Equitable, Fair, and Respectful Workplace Policy

(Update to DN 20-132)

The City and County of San Francisco is committed to promoting and maintaining a safe and healthy working environment where every individual is treated with civility, dignity, and respect. To this end, it is the policy of the City to provide a workplace where each employee has the right to work in a positive, professional, and mutually respectful atmosphere free from Disrespectful Behavior. This Equitable, Fair and Respectful Workplace Policy (Respect Policy) sets forth many of the City's values, supplements and is in addition to the City's current policies prohibiting discrimination, harassment and retaliation and prohibiting violence and threats of violence in the workplace.

Disrespectful Behavior is defined as discourteous, rude, impolite, or offensive words, gestures or other behavior that may devalue and undermine a person and their dignity or self-esteem or creates an intimidating, hostile, abusive or offensive environment.

All Department members, sworn and non-sworn have a responsibility to set a positive example and must refrain from engaging in Disrespectful Behavior, whether deliberate or unintentional. The Department will not tolerate Disrespectful Behavior in the workplace and seeks to intervene at the earliest sign or stage of Disrespectful Behavior to correct that misconduct and prevent its reoccurrence. Any Department member who violates this policy will be subject to disciplinary actions up to and including termination.

All Department members should review the City's Equitable, Fair, and Respectful Workplace Policy (Respect Policy) and Department General Order 2.01, General Rules of Conduct, Rule 7. Respectfulness, by clicking on the below links:

[Equitable-Fair-and-Respectful-Workplace-Policy.pdf \(sfdhr.org\)](#)

[DGO 2.01 "General Rules of Conduct" \(Revised 09/06/23\)](#)

A handwritten signature in blue ink that reads "William Scott".

WILLIAM SCOTT
Chief of Police

Per DN 23-152, all sworn & non-sworn members shall electronically acknowledge this Department document in PowerDMS within (30) thirty calendar days of issuance. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be sent to sfpd.wriddirectives@sfgov.org who will provide additional information.

Safety with Respect