

Presentation on IAD Findings of Potential Bias

2019 - Present



CITY & COUNTY OF SAN FRANCISCO

Police Department

09.14.2022

Purpose

This presentation will provide a summary of a review of known Internal Affairs cases containing a component of potential bias and the investigation findings:

- AIM has a “possible bias” field which allows for the capacity to track cases containing a component of potential bias.
- The Internal Affairs Division is in the process of manually reviewing and identifying cases using AIM to track cases that may contain components of potential bias.
- To date only a limited review has been conducted identifying cases between 2019 to present that contain components of potential bias. The list of cases reviewed in this presentation is not comprehensive.
- Simultaneously, the Internal Affairs Division is working with DPA and the Controller’s Office to complete an audit which includes a review of Internal Affairs cases containing components of potential bias and findings of bias.

- Of the 22 cases identified which may contain components of potential bias since 2019, 12 cases originated from the Internal Affairs Division Quarterly Bias Audit.
- Additionally, beginning January 1, 2023, the Department will be required to report cases involving serious misconduct, including cases containing allegations demonstrating bias, to California POST under Senate Bill 2.

Case Number	Originated from Bias Audit	Bias Finding	Investigation Findings
IAD 2021-0126	Yes	No	(1) Use of Department cellphone for personal use while on-duty, Sustained ; (2) Use of Department cellphone for non-work-related personal use, Sustained ; (3) Inappropriate conversation on Department cellphone reflecting discredit on the Department, Sustained .
IAD 2021-0090	No	No	(1) Spread a false rumor in the workplace, Unfounded .
IAD 2021-0056	Yes	No	(1) Use of Department cellphone for personal use, Sustained ; (2) Use of a potential bias term in a text chain on Department cellphone, No Further Action . PENDING CHIEF'S HEARING
IAD 2021-0034	Yes	No	(1) Use of a potential bias term in a text sent on Department cellphone, No Further Action .
IAD 2021-0031	No	No	(1) Failed to report biased policing, Withdrawn ; (2) Failed to comply with supervisor's directives, Insufficient Evidence .
IAD 2021-0012	Yes	No	(1) Use of Department cellphone for unofficial police business, Sustained ; (2) Inappropriate texts sent on Department cellphone, Sustained .
IAD 2021-0009 / DPA 45563-21	No	No	(1) Failed to take a police report, Insufficient Evidence ; (2) Practiced biased policing, Insufficient Evidence .

Case Number	Originated from Bias Audit	Potential Bias Finding	Investigation Finding
IAD 2020-0139	Yes	No	(1) Use of Department email for personal business, Sustained ; (2) Use of a potential bias term in an email sent via Department email, Sustained .
IAD 2020-0133	Yes	No	(1) Inappropriate texts sent using Department cellphone, Unfounded ; (2) While on-duty, inappropriate texts sent on Department cellphone, Unfounded .
IAD 2020-0132	Yes	No	(1) Use of Department cellphone for personal business, No Further Action ; (2) Use of a potential bias term in a text sent on Department cellphone, No Further Action .
IAD 2020-0079 / DPA 44615-20	No	No	(1) Use of a racial slur while speaking to a neighbor, Insufficient Evidence .
IAD 2020-0017	No	No	(1) Bullied a recruit in field training, Insufficient Evidence ; (2) Created a hostile work environment for a recruit, Insufficient Evidence ; (3) Practiced biased policing, Insufficient Evidence ; (4) Made inappropriate comments in the presence of a recruit, Insufficient Evidence .
IAD 2020-0003	Yes	No	(1) Use of a potential bias term during a Department email exchange with another employee, Unfounded .

Safety with Respect

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Case Number	Originated from Bias Audit	Potential Bias Finding	Investigation Finding
IAD 2019-0201	Yes	No	(1) Use of Department cellphone for personal use, Sustained ; (2) Use of potential bias terms in texts sent on Department cellphone, Sustained ; Use of potential bias term in a text sent on Department cellphone while on-duty, Sustained . PENDING COMMISSION RESOLUTION
IAD 2019-0140	No	No	(1) Derogatory Facebook post, Insufficient Evidence .
IAD 2019-0122	Yes	No	(1) Use of Department email for personal use, Sustained; (2) Use of a potential bias term in an email sent via Department email, Sustained .
IAD 2019-0111	No	No	(1) Offensive comments regarding a Department member, Insufficient Evidence .
IAD 2019-0100	No	No	(1) Posting inappropriate content on Department Social Media accounts, Policy Failure ; (2) Prevented access to Department Social Media accounts, Policy Failure .
IAD 2019-0044	Yes	No	(1) Use of Department equipment to make inappropriate comments, Sustained .
IAD 2019-0031	No	No	(1) Inappropriate photograph posted to social media, Policy Failure .
IAD 2019-0018 / DPA 0124-19	No	No	(1) Use of Department equipment in violation of Department policy, Sustained ; (2) Conducted personal business while on-duty, Sustained .
IAD 2019-0001	Yes	No	(1) Use of Department cellphone for personal use, Sustained ; (2) Received sexually explicit text messages on Department cellphone while on-duty, Sustained ; Brought discredit upon the Department, Sustained .



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