

# COMPLIANCE AND PRIVACY MATTERS

DPH Office of Compliance and Privacy Affairs – March 2024

## Statement of Incompatible Activities



### STATEMENT OF INCOMPATIBLE ACTIVITIES

As public servants, DPH employees all perform a vital role in serving the City and County of San Francisco, and we all have a duty to remember that we hold positions of public trust.

One tool designed to support this practice is each department's Statement of Incompatible Activities, or "SIA." Adopted by each department, the SIA describes activities that are considered in conflict with or that are incompatible with the duties of officials and employees in that department.

- The DPH [Statement of Incompatible Activities](#) (SIA) outlines what activities are considered "incompatible" with your City duties. These activities can include those that conflict with official duties, have excessive time demands, or are subject to the review of the department.
- Before starting any outside activity, you should review the [SIA](#) and determine if you need to submit an [Advanced Written Determination](#) (AWD). An approved AWD may be necessary to protect you from sanctions by engaging in an activity that conflicts with your official City duties.
- At DPH, AWDs should be submitted to your supervisor and division director.

**OCA COMPLIANCE AND PRIVACY HOTLINE**

**855.729.6040 – [compliance.privacy@sfdph.org](mailto:compliance.privacy@sfdph.org)**



**SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH**  
**Office of Compliance and Privacy Affairs**

