

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-2021-0099		7/26/21	Failure to Write an Incident Report, ND	Improper Conduct	07/05/2022	Retraining, Suspension (2 days served)	08/26/2022, 9/15/22-9/25/22	Closed	Failed to take an incident report for a prejudiced based incident. Failed to properly collect video evidence from the victims of the prejudiced based incident. Failed to activate body worn camera when the victims reported the prejudiced based incident.
MCD-2021-0099		7/26/21	Failure to Write an Incident Report, ND	Improper Conduct	07/05/2022	Retraining, Suspension (3 days served)	08/25/2022, 9/14/22-9/28/22	Closed	Failed to take an incident report for a prejudiced based incident. Failed to activate body worn camera when the victims reported the prejudiced based incident.
MCD-2021-0363		10/8/21	CU, Insubordination	Improper Conduct	07/05/2022	Retraining, Written Reprimand	07/14/2023	Closed	Threatened a coworker and made disparaging biased comments during a verbal argument. Prevented a coworker from leaving area during a verbal argument. Yelled during a verbal argument. Directed profanity at another member during a verbal argument.
MCDO-2021-0042	00046258-21	5/23/22	Failure to Issue a Certificate of Release, Failure to Properly Investigate, Failure to Write an Incident Report, Inappropriate Behavior/Comments, ND	Improper Conduct	07/05/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	The officers responded to the third call over an eight-hour period where the caller was reporting abuse and stalking by their spouse. The officers behaved rudely, neglected their duty to investigate, failed to inform the victim of option to perform a private person arrest, and neglected to prepare both a certificate of release and an incident report.

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.

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MCDO-2021-0050	00047196-2	6/13/22	Failure to Take Required Action	Improper Conduct	07/05/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to take a required action - called a complainant and informed them it was not SFPD's job to remove drugs from their personal vehicle, DGO 1.03.
MCDO-2021-0050	00047196-2	6/13/22	ND	Improper Conduct	07/05/2022	Retraining, Suspension (1 day held in abeyance)	10/31/22	Open - Pending Chiefs Hearing	Failed to properly search a vehicle, holding tank, or cell, DGO 9.06, DGO 2.01, Rule 9
MCDO-2021-0050	00047196-2	6/13/22	ND	Improper Conduct	07/05/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to properly search a vehicle, holding tank, or cell, DGO 9.06, DGO 2.01, Rule 9
MCDO-2021-0050	00047196-2	6/13/22	ND	Improper Conduct	07/05/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to properly search a vehicle, holding tank, or cell, DGO 9.06, DGO 2.01, Rule 9
MCDO-2021-0050	00047196-2	6/13/22	ND	Improper Conduct	07/05/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to activate body-worn camera as required, DGO 10.11/DB 20-175 (BWC)
MCDO-2021-0039	00047469-21	5/4/22	Failure to Provide Name or Star#	Improper Conduct	07/11/2022	Admonishment, Retraining	08/31/2022	Closed	Failed to provide name and star number when requested, DGO 2.01, Rule 14.
MCDO-2021-0039	00047469-21	5/4/22	Failure to Provide Name or Star#	Improper Conduct	07/11/2022	Admonishment, Retraining	07/20/2022	Closed	Failed to provide name and star number when requested, DGO 2.01, Rule 14.
MCDO-2021-0039	00047469-21	5/4/22	Failure to Provide Name or Star#	Improper Conduct	07/11/2022	Admonishment, Retraining	09/17/2022	Closed	Failed to provide name and star number when requested, DGO 2.01, Rule 14.

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MCDO-2021-0039	00047469-21	5/4/22	Failure to Provide Name or Star#	Improper Conduct	07/11/2022	Admonishment, Retraining	07/20/2022	Closed	Failed to provide name and star number when requested, DGO 2.01, Rule 14.
MCD-2021-0181		10/14/21	ND	Improper Conduct	07/13/2022	Terminated	07/13/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). Failed to meet essential job functions (DGO 2.01 Rule 3).
MCD-2021-0225		10/14/21	ND	Improper Conduct	07/13/2022	Terminated	07/13/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). Failed to meet essential job functions (DGO 2.01 Rule 3).

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MCD-2021-0305		10/14/21	ND	Improper Conduct	07/13/2022	Terminated	07/13/2022	Closed	Failed to adhere to written directives in Department emails and notices regarding the City and County of San Francisco's COVID-19 vaccination mandate, in violation of DN 21-141 (Vaccination Requirements for Employees) and DGO 2.01 Rule 10 (Written Orders). Demonstrated insubordination by knowingly failing to follow Department directives (DGO 2.01 Rule 9). Failed to meet essential job functions (DGO 2.01 Rule 3).
MCD-2021-0123		8/24/21	CRD, ND	Improper Conduct	07/19/2022	Admonishment, Retraining	10/21/2022	Closed	Was in violation of DGO 1.04 and DGO 2.01, Rule 9 when officers responded to a call for service.
MCD-2021-0126		9/2/21	CRD, ND	Improper Conduct	07/19/2022	Retraining, Suspension (1 day served)	08/23/2022, 9/21/22	Closed	Used Department-issued cell phone for personal use while on duty, in violation of DGO 2.01, Rule 1 (Attention to Duty). Used Department-issued cell phone for non-work-related personal use, in violation of DGO 10.08 (Use of Computers and Peripheral Equipment). Used Department-issued cell phone to engage in an inappropriate conversation that reflected discredit upon the Department and was prejudicial to the efficiency and discipline of the Department, in violation of DGO 2.01, Rule 9 (Misconduct).
MCD-2021-0147		9/29/21	Failure to Properly Investigate	Improper Conduct	07/19/2022	Admonishment, Retraining	09/07/2022	Closed	Failed to evaluate for mental health detention (DGO 6.14). Failed to thoroughly investigate (DGO 1.03 (I)(A) (3)).

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MCD-2021-0147		9/29/21	Failure to Properly Investigate	Improper Conduct	07/19/2022	Admonishment, Retraining	08/22/2022	Closed	Failed to evaluate for mental health detention (DGO 6.14). Failed to thoroughly investigate (DGO 1.03 (I)(A) (3)).
MCD-2021-0344		10/19/21	Failure to Take Required Action	Improper Conduct	07/19/2022	Retraining, Written Reprimand	10/06/2022	Closed	Failed to properly book ammunition recovered from an arrestee during a transport.
MCD-2021-0345		10/20/21	ND	Improper Conduct	07/19/2022	Retraining, Suspension (1 day served)	11/10/2022, 10/14/22	Closed	Accessed a member's HRMS and divulged their work schedule to the member's spouse and in violation of: 1) DGO 2.01, Rule 49 "Divulging Confidential Information" Except as required by law, members shall not divulge any information that is made confidential by law or by Department policies and procedures (See DGO 3.16, Release of Police Reports and DGO 8.09 Media Relations). 2) DGO 10.08. (D)(1) "unauthorized Use of Office Technologies" Members may use Department owned and issued equipment, including computer equipment, for work related purpose only.
MCD-2021-0365		12/28/21	ND	Improper Conduct	07/19/2022	Admonishment, Retraining	08/08/2022	Closed	Failed to take proper care of Department property by losing a Body Worn Camera, in violation of DGO 2.01, Rule 22.
MCD-2021-0370		1/11/22	ND	Improper Conduct	07/19/2022	Retraining, Written Reprimand	10/20/2022	Closed	Did not secure Department property properly when it was left in an unmarked Department vehicle that was parked in front of a residence, in violation of DGO 2.01, Rule 22 Care of Department Property and DGO 10.02, I.A.1. Safekeeping and Use.

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MCD-2022-0057		7/6/22	ND	Improper Conduct	07/19/2022	Admonishment, Retraining	07/28/2022	Closed	Failed to return a Department issued radio at the end of shift, a violation of DGO 2.01, Rule 22. Did not make notification in a timely manner of remaining in possession of the Department radio, a violation of DGO 10.02
MCDO-2021-0036	00046580-21	5/25/21	ND	Improper Conduct	07/19/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to Activate a Body Worn Camera during the transport of a prisoner, as required under DGO 10.11.
MCDO-2021-0036	00046580-21	5/25/21	ND	Improper Conduct	07/19/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to Activate a Body Worn Camera during the transport of a prisoner, as required under DGO 10.11.
MCDO-2021-0036	00046580-21	5/25/21	ND	Improper Conduct	07/19/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to Comply with Department General Order 10.11 - activated Body Worn Camera while sitting in a hospital room with an arrestee for several hours while medical procedures and information were recorded. Failed to Comply with DGO 1.03 - responded to the hospital without notifying dispatch.
MCDO-2021-0036	00046580-21	5/25/21	ND	Improper Conduct	07/19/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to Comply with Department General Order 10.11 - activated Body Worn Camera while sitting in a hospital room with an arrestee for several hours while medical procedures and information were recorded. Failed to Comply with DGO 1.03 - responded to the hospital without notifying dispatch.
MCDO-2021-0038	00047477-21	5/6/22	ND	Improper Conduct	07/19/2022	Admonishment, Retraining	07/29/2022	Closed	Failed to wear a face mask, DB 20-094 and DB 20-066.

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MCDO-2021-0038	00047477-21	5/6/22	ND	Improper Conduct	07/19/2022	Admonishment, Retraining	07/27/2022	Closed	Failed to wear a face mask, DB 20-094 and DB 20-066.
MCDO-2021-0045	00047550-21	5/25/22	Inappropriate Behavior/Comments, ND	Improper Conduct	07/19/2022	Retraining, Written Reprimand	09/07/2022	Closed	Behaved or spoke inappropriately, in violation of DGO 2.01. Failed to wear a face mask in violation of DN 20-094. Failed to ensure that an SDCS entry was made for a traffic stop in violation of DN 20-141.
MCDO-2021-0048	00046637-21	6/3/22	ND	Improper Conduct	07/19/2022	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	Did not activate body-worn camera until after arriving on scene and interacting with the parties, in violation of DGO 10.11, Body Worn Cameras, and DB 20-175, Activation of Body Worn Cameras.
MCDO-2021-0048	00046637-21	6/3/22	ND	Improper Conduct	07/19/2022	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	Did not activate body-worn camera until after arriving on scene and interacting with the parties, in violation of DGO 10.11, Body Worn Cameras, and DB 20-175, Activation of Body Worn Cameras.
MCDO-2021-0049	00048064-21	6/3/21	ND	Improper Conduct	07/19/2022	Retraining, Written Reprimand	10/05/2022	Closed	Violated DN 21-011.
MCDO-2021-0051	00047388-2	6/13/22	Unnecessary Force	Improper Conduct	07/19/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Used unnecessary or excessive force, DGO 5.01
MCDO-2021-0051	00047388-2	6/13/22	Failure to Properly Supervise	Improper Conduct	07/19/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to properly supervise, DGO 1.06.

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MCDO-2021-0052	00047907-21	6/14/22	ND	Improper Conduct	07/19/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to comply with Department General Order 6.14. Failed to comply with Department General Order 5.06.
MCDO-2021-0054	00047471-21	6/22/22	ND	Improper Conduct	07/19/2022	Retraining, Written Reprimand	09/06/2022	Closed	Failed to activate body-worn camera as required, DGO 10.11 and DB 20-175.
MCDO-2021-0054	00047471-21	6/22/22	Writing an Inaccurate/Incomplete Incident Report	Improper Conduct	07/19/2022	Incomplete Discipline	Resigned	Closed	Prepared an incomplete or inaccurate incident report, DGO 2.01, Rule 25, DM 11.
MCDO-2021-0054	00047471-21	6/22/22	ND	Improper Conduct	07/19/2022	Retraining, Written Reprimand	09/07/2022	Closed	Failed to activate body-worn camera as required, DGO 10.11 and DB 20-175.
MCDO-2021-0055	00047655-21	6/22/22	ND	Improper Conduct	07/19/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to activate a siren as required by DGO 5.05, Emergency Response and Pursuit Driving. Failed to care for Department or City equipment resulting in its damage or loss, DGO 2.01, Rules 22 & 23. Failed to notify Dispatch as required by DGO 5.05, Emergency Response and Pursuit Driving.
MCDO-2021-0055	00047655-21	6/22/22	ND	Improper Conduct	07/19/2022	Open - Pending Chiefs Hearing	Pending	Open - Pending Chiefs Hearing	Failed to notify Dispatch as required by DGO 5.05, Emergency Response and Pursuit Driving.
MCD-2021-0023		2/12/21	Domestic Incident	Improper Conduct	07/25/2022	Open - Pending Police Commission	Pending	Open - Pending Police Commission	Battery of a romantic partner

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## 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.