

Internal Affairs Division

Quarterly
Report
Q4 2023



Safety with Respect

Internal Affairs Division (IAD) investigations include:

- On-duty employee misconduct referred to IAD from within the San Francisco Police Department (SFPD)
- Complaints of off-duty misconduct by (SFPD) Employees
- Referrals from other agencies (outside agencies; San Francisco Dept. of Human Resources/Equal Employment Opportunity; San Francisco Department of Police Accountability (DPA))
- “Whistleblower” complaints
- Officer Involved Shooting; In Custody Death; Use of Force resulting in serious bodily injury or hospitalization
- Bias determined from monitoring of department electronic communication devices
- Body-worn camera violations



Table of Contents

- Department Demographics – pages 4-6
- Open/Closed Overview – page 7
- Opened Cases – pages 8-15
- Closed Cases
 - Findings – pages 16-23
 - Actions – pages 24-31
- Discipline History – pages 32-39
- Trends
 - Percentage of Sustained Allegations – pages 40-52
- Complaint Summaries in Opened Cases – pages 53-62
- Glossary – page 64

San Francisco Police Department Employee Demographics

Race/Ethnicity		
Asian	775	29.2%
Black	246	9.3%
Hispanic	470	17.7%
Other/Unknown	54	2.0%
White	1,112	41.9%
Total	2,657	100.0%

San Francisco Police Department Employee Demographics

Age Group		
18-29	164	6.2%
30-39	743	28.0%
40-49	756	28.5%
50-59	680	25.6%
60+	314	11.8%
Total	2,657	100.0%

Gender		
Male	2,059	77.5%
Female	598	22.5%
Total	2,657	100.0%

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	385	14.5%
6-10	747	28.1%
11-15	335	12.6%
16-20	450	16.9%
21-25	323	12.2%
Over 25	417	15.7%
Total	2,657	100.0%

Member Status		
Professional Staff	737	27.7%
Sworn	1,920	72.3%
Total	2,657	100.0%

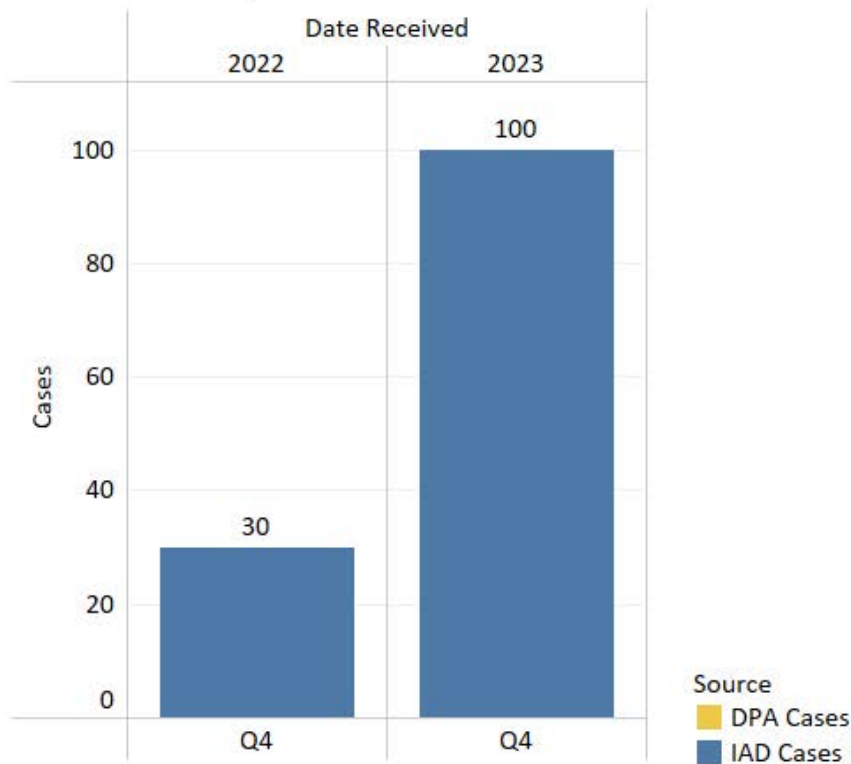
Opened Cases

		Date Received
		Q4
2022	IAD Cases	30
2023	IAD Cases	100

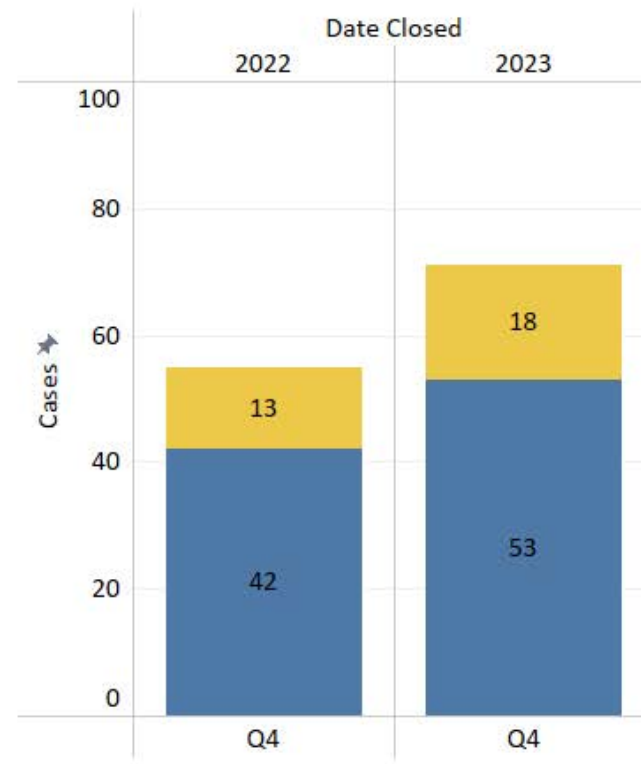
Closed Cases

		Date Closed
		Q4
2022	DPA Cases	13
	IAD Cases	42
	Total	55
2023	DPA Cases	18
	IAD Cases	53
	Total	71

Opened Cases



Closed Cases



*Counts in the above tables/charts are a distinct count of case numbers; however, it should be noted that a case may involve multiple employees, multiple allegations, multiple findings, and multiple actions. Please note: DPA cases are opened by DPA and therefore not included in SFPD IAD's count of newly opened cases; however, cases referred to SFPD for discipline are included in closed cases counts.



OPENED CASES

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Opened Cases – Q4 2023

Number of Allegations

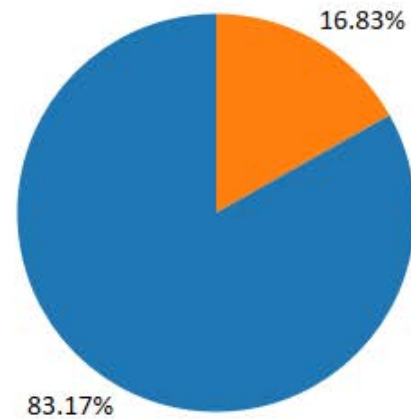
Allegation Type	Number of Allegations	% of Total Allegations
Neglect of Duty, Body Worn Camera	84	43.30%
Conduct Unbecoming an Officer/Member	45	23.20%
Neglect Of Duty, General	26	13.40%
Failure to Appear, Range	13	6.70%
Discourtesy	6	3.09%
Unnecessary Force	3	1.55%
Failure to Appear, DPA	3	1.55%
Neglect of Duty, Lost Property	2	1.03%
Inappropriate Comments	2	1.03%
Failure To Write An Incident Report	2	1.03%
Failure To Properly Investigate	2	1.03%
DUI	2	1.03%
Unwarranted Action	1	0.52%
Issuing Citation	1	0.52%
Conduct Reflecting Discredit	1	0.52%
Administrative Investigation	1	0.52%
Total Allegations	194	100.00%

Opened Cases – Q4 2023

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	17
SWORN	84
Grand Total	101

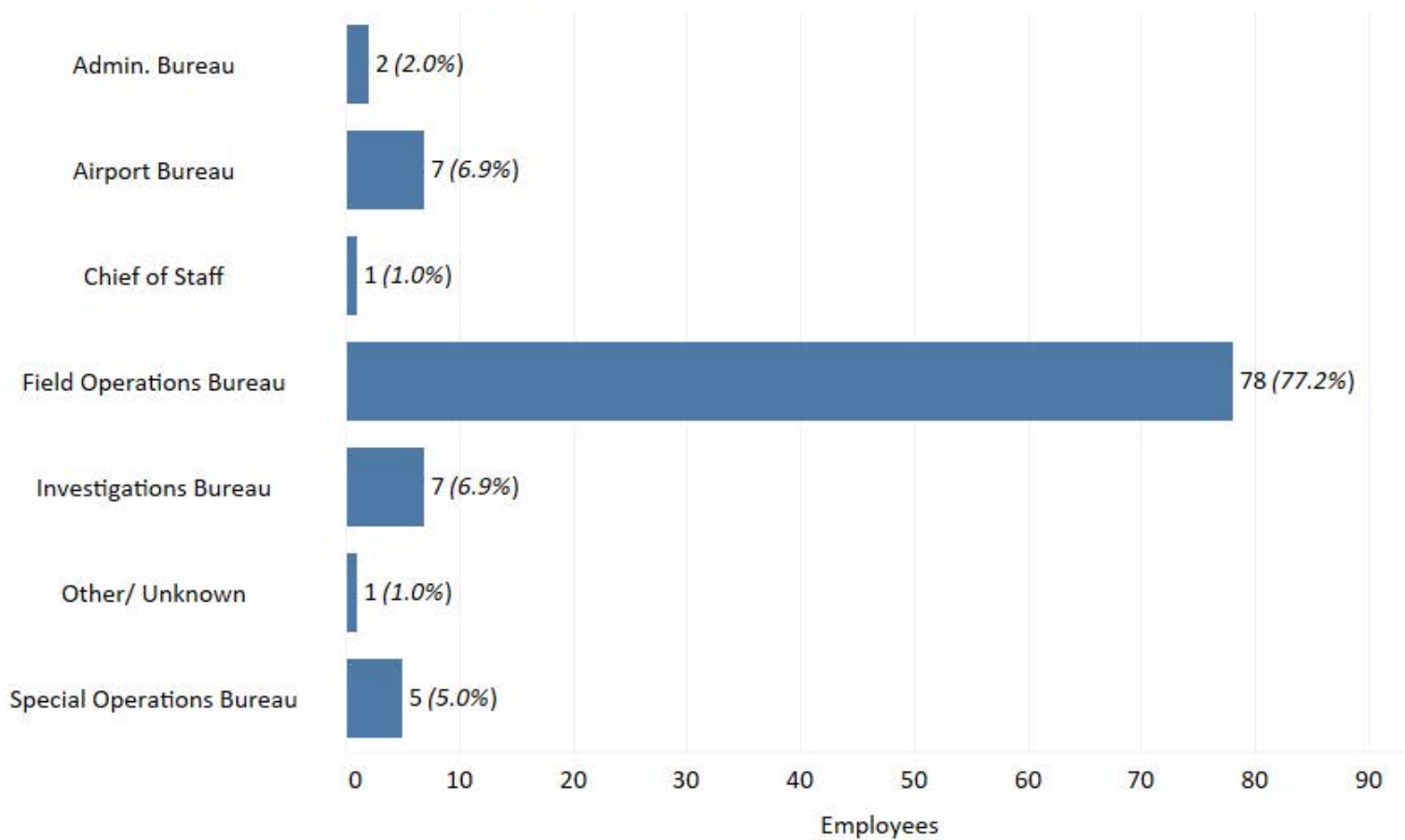
Member Status
PROFESSIONAL STAFF
SWORN



*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions.

Opened Cases – Q4 2023

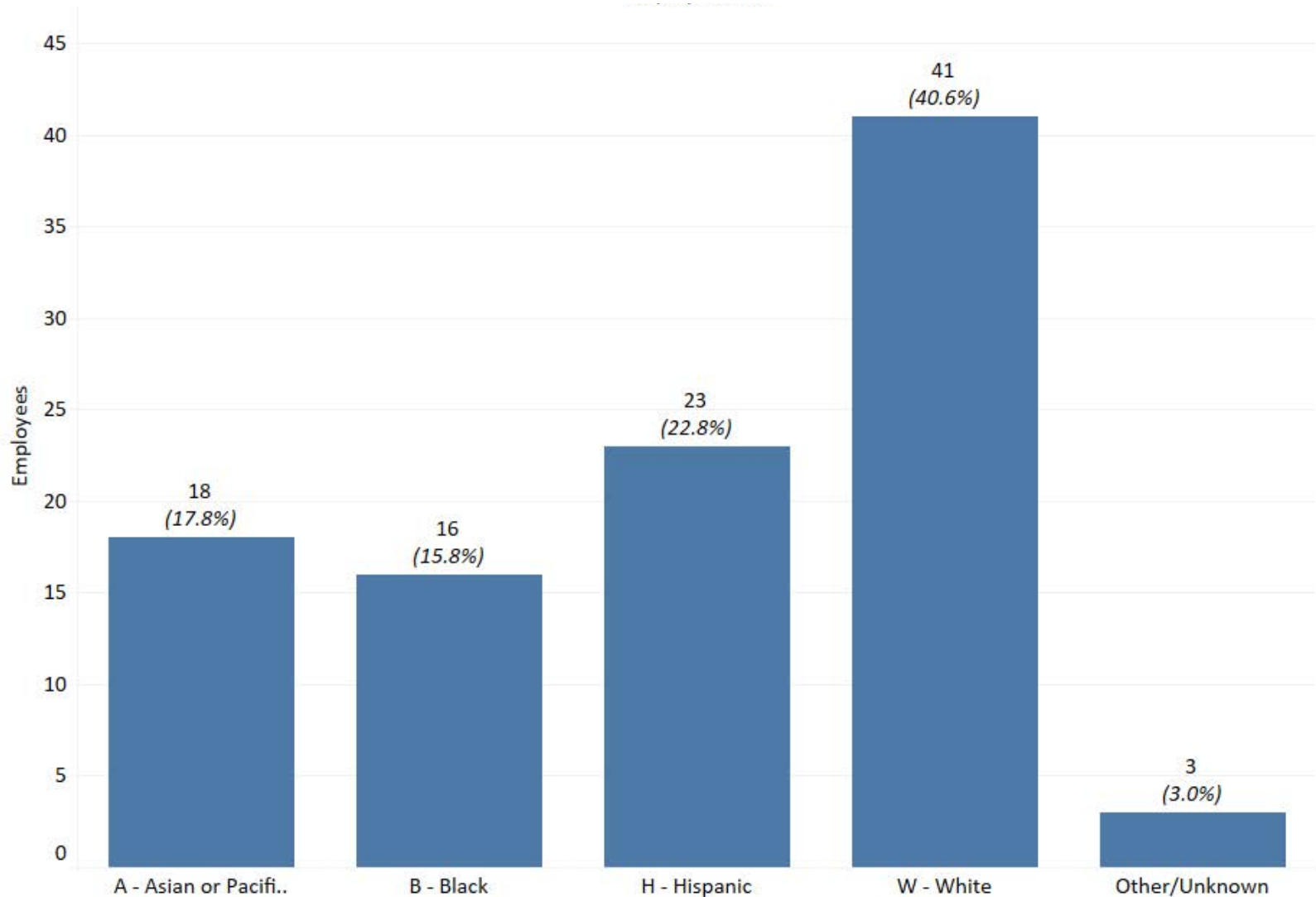
Number of Employees by Bureau



*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q4 2023

Number of Employees by Race

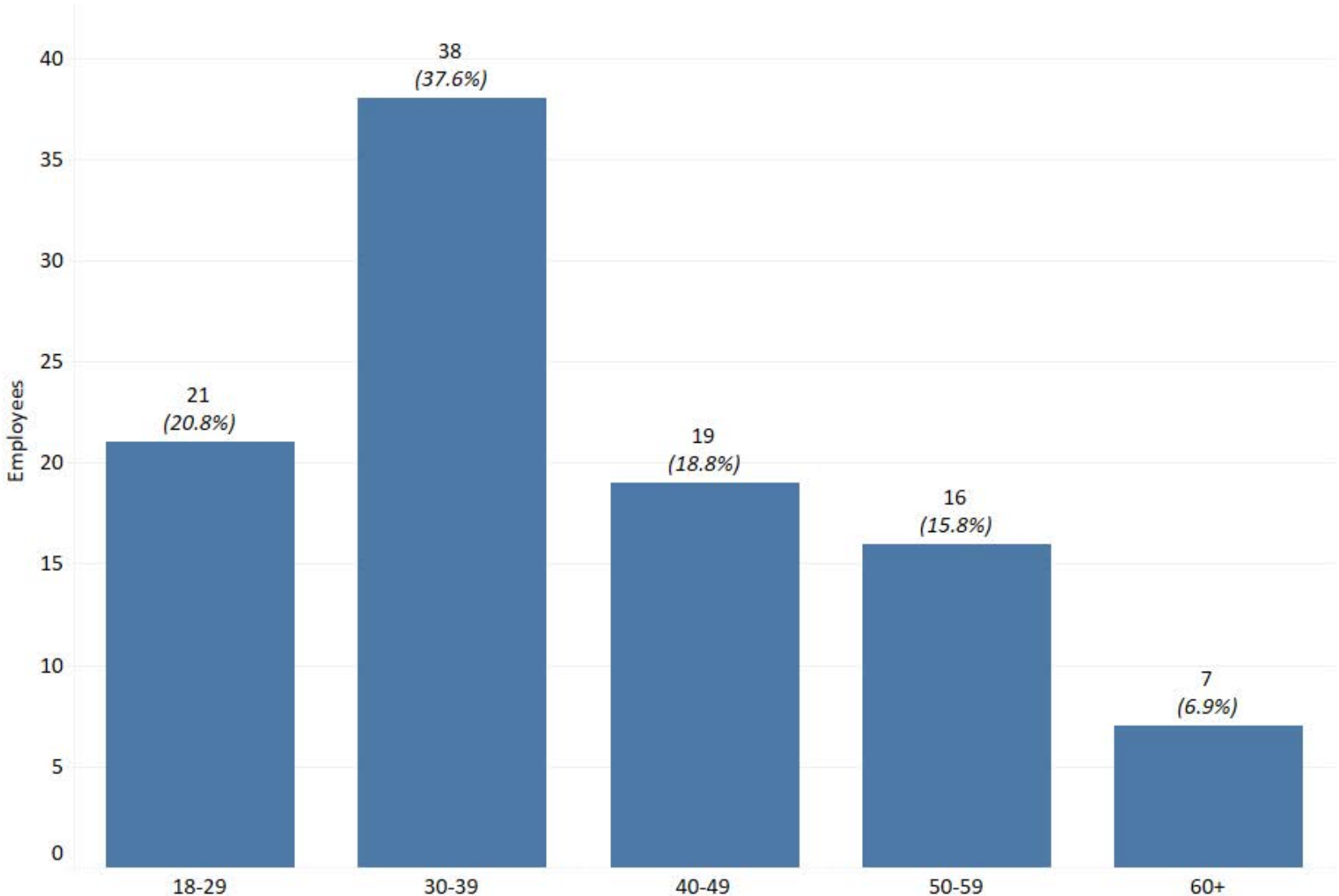


*The Other/Unknown category includes employees whose race does not fall within any other available category

*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q4 2023

Number of Employees by Age Group

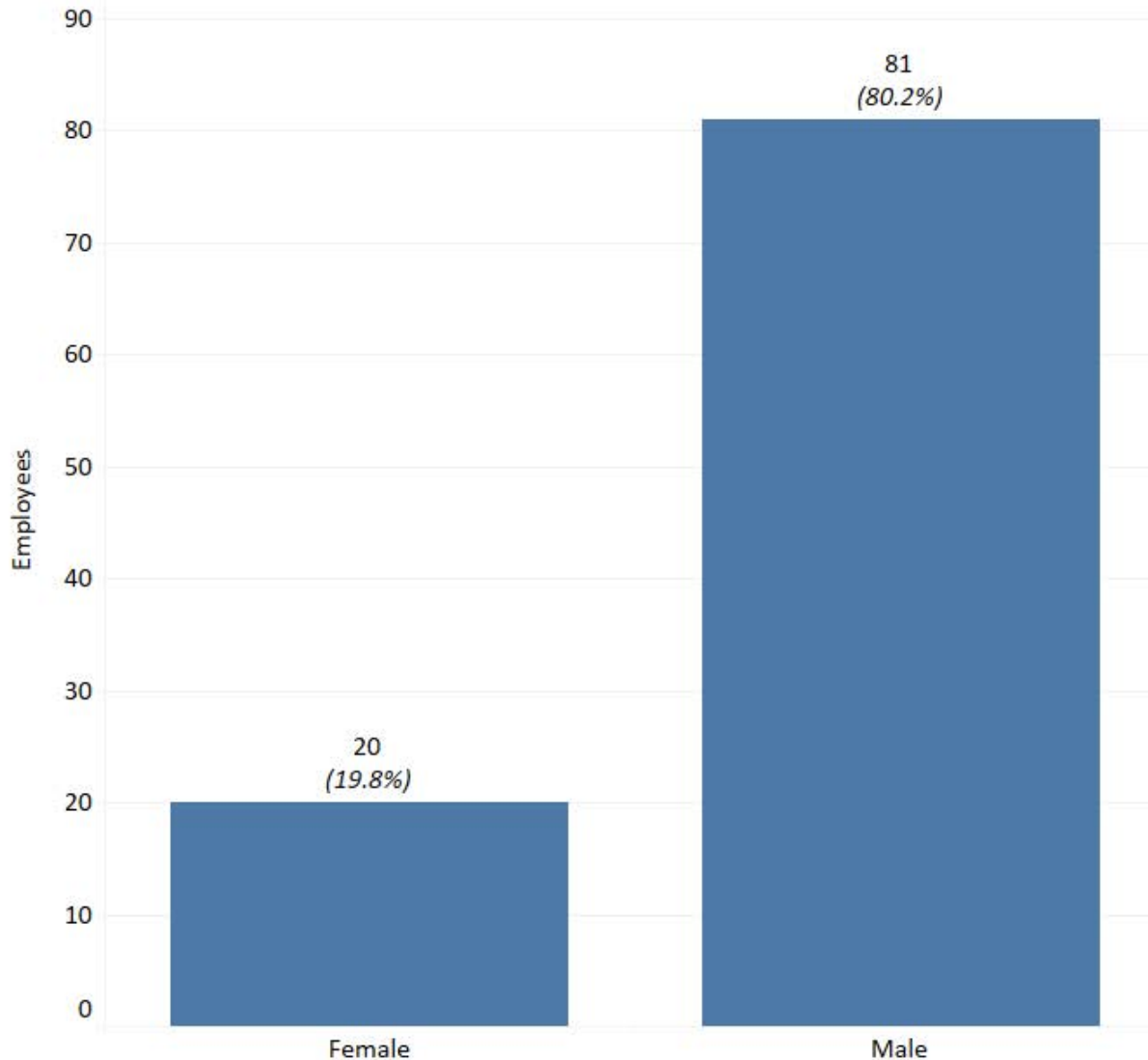


*One employee had more than one case, and is present in two age groups

*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q4 2023

Number of Employees by Gender

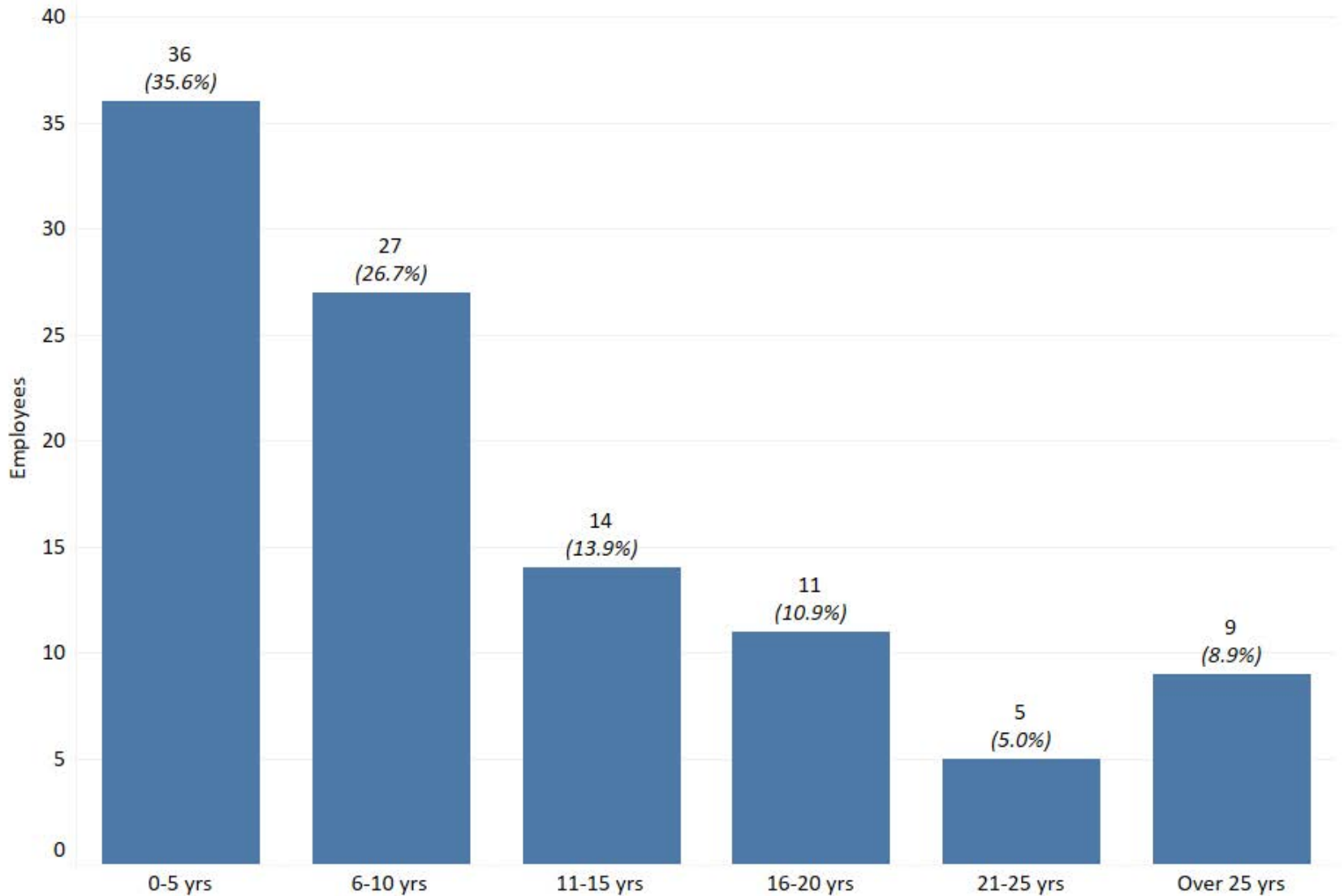


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q4 2023

*Percentages are rounded and may not sum to exactly 100%

Opened Cases – Q4 2023

Number of Employees by Tenure



*One employee had more than one case, and is present in two tenure groups

*Percentages are rounded and may not sum to exactly 100%



CLOSED CASES - FINDINGS

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Closed Cases – Q4 2023

Overall Breakdown of Findings

	Number of Findings	≡	% of Total Findings
Improper Conduct	72		46.45%
Insufficient Evidence	32		20.65%
Proper Conduct	19		12.26%
Unfounded	12		7.74%
Withdrawn	7		4.52%
Policy Failure	7		4.52%
Not Sustained	5		3.23%
Exceptional Clearance	1		0.65%
Total Findings	155		100.00%

*Employees may have multiple allegations and findings, above table represents 78 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q4 2023

Findings by Bureau

	Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	Strategic Mgmt Bureau	Grand Total
Exceptional Clearance			1 (0.65%)					1 (0.65%)
Improper Conduct	5 (3.23%)	6 (3.87%)	49 (31.61%)	2 (1.29%)	6 (3.87%)	4 (2.58%)		72 (46.45%)
Insufficient Evidence	3 (1.94%)	2 (1.29%)	18 (11.61%)	1 (0.65%)		6 (3.87%)	2 (1.29%)	32 (20.65%)
Not Sustained		1 (0.65%)	2 (1.29%)		2 (1.29%)			5 (3.23%)
Policy Failure			7 (4.52%)					7 (4.52%)
Proper Conduct	1 (0.65%)	1 (0.65%)	13 (8.39%)	1 (0.65%)	1 (0.65%)	2 (1.29%)		19 (12.26%)
Unfounded			8 (5.16%)			1 (0.65%)	3 (1.94%)	12 (7.74%)
Withdrawn	1 (0.65%)	1 (0.65%)	5 (3.23%)					7 (4.52%)
Grand Total	10 (6.45%)	11 (7.10%)	103 (66.45%)	4 (2.58%)	9 (5.81%)	13 (8.39%)	5 (3.23%)	155 (100.00%)

*Other/Unknown indicates Employee has separated from SFPD, and assignment was not retained in the AIM database

*Employees may have multiple allegations and findings, above table represents 78 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q4 2023

Findings by Race

	Employee Race					Grand Total
	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	
Exceptional Clearance			1 (0.65%)			1 (0.65%)
Improper Conduct	9 (5.81%)	23 (14.84%)	12 (7.74%)	27 (17.42%)	1 (0.65%)	72 (46.45%)
Insufficient Evidence	10 (6.45%)	7 (4.52%)	3 (1.94%)	12 (7.74%)		32 (20.65%)
Not Sustained	3 (1.94%)		1 (0.65%)	1 (0.65%)		5 (3.23%)
Policy Failure		3 (1.94%)	2 (1.29%)	2 (1.29%)		7 (4.52%)
Proper Conduct	8 (5.16%)	3 (1.94%)	1 (0.65%)	7 (4.52%)		19 (12.26%)
Unfounded	1 (0.65%)	1 (0.65%)	5 (3.23%)	5 (3.23%)		12 (7.74%)
Withdrawn	2 (1.29%)			4 (2.58%)	1 (0.65%)	7 (4.52%)
Grand Total	33 (21.29%)	37 (23.87%)	25 (16.13%)	58 (37.42%)	2 (1.29%)	155 (100.00%)

*Other/Unknown category includes employees whose race does not fall within any other available category

*Employees may have multiple allegations and findings, above table represents 78 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q4 2023

Findings by Age

	Employee Age At Incident					Grand Total
	18-29	30-39	40-49	50-59	60+	
Exceptional Clearance		1 (0.65%)				1 (0.65%)
Improper Conduct	11 (7.10%)	21 (13.55%)	23 (14.84%)	17 (10.97%)		72 (46.45%)
Insufficient Evidence		8 (5.16%)	12 (7.74%)	9 (5.81%)	3 (1.94%)	32 (20.65%)
Not Sustained	1 (0.65%)		4 (2.58%)			5 (3.23%)
Policy Failure	1 (0.65%)	4 (2.58%)	2 (1.29%)			7 (4.52%)
Proper Conduct		10 (6.45%)	3 (1.94%)	4 (2.58%)	2 (1.29%)	19 (12.26%)
Unfounded	1 (0.65%)	6 (3.87%)	2 (1.29%)		3 (1.94%)	12 (7.74%)
Withdrawn	1 (0.65%)	1 (0.65%)		5 (3.23%)		7 (4.52%)
Grand Total	15 (9.68%)	51 (32.90%)	46 (29.68%)	35 (22.58%)	8 (5.16%)	155 (100.00%)

*Employees may have multiple allegations and findings, above table represents 78 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q4 2023

Findings by Gender

	Employee Gender		Grand Total
	Female	Male	
Exceptional Clearance		1 (0.65%)	1 (0.65%)
Improper Conduct	5 (3.23%)	67 (43.23%)	72 (46.45%)
Insufficient Evidence	16 (10.32%)	16 (10.32%)	32 (20.65%)
Not Sustained		5 (3.23%)	5 (3.23%)
Policy Failure		7 (4.52%)	7 (4.52%)
Proper Conduct	8 (5.16%)	11 (7.10%)	19 (12.26%)
Unfounded	1 (0.65%)	11 (7.10%)	12 (7.74%)
Withdrawn	1 (0.65%)	6 (3.87%)	7 (4.52%)
Grand Total	31 (20.00%)	124 (80.00%)	155 (100.00%)

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of 2023

*Employees may have multiple allegations and findings, above table represents 78 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q4 2023

Findings by Tenure

	Tenure at Incident						Grand Total
	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	
Exceptional Clearance	1 (0.65%)						1 (0.65%)
Improper Conduct	24 (15.48%)	11 (7.10%)	17 (10.97%)	9 (5.81%)	7 (4.52%)	4 (2.58%)	72 (46.45%)
Insufficient Evidence	10 (6.45%)	5 (3.23%)	7 (4.52%)	2 (1.29%)	8 (5.16%)		32 (20.65%)
Not Sustained	1 (0.65%)		2 (1.29%)	2 (1.29%)			5 (3.23%)
Policy Failure		5 (3.23%)	2 (1.29%)				7 (4.52%)
Proper Conduct	9 (5.81%)	3 (1.94%)	3 (1.94%)	2 (1.29%)	1 (0.65%)	1 (0.65%)	19 (12.26%)
Unfounded	3 (1.94%)	1 (0.65%)	8 (5.16%)				12 (7.74%)
Withdrawn		2 (1.29%)	1 (0.65%)		4 (2.58%)		7 (4.52%)
Grand Total	48 (30.97%)	27 (17.42%)	40 (25.81%)	15 (9.68%)	20 (12.90%)	5 (3.23%)	155 (100.00%)

*Employees may have multiple allegations and findings, above table represents 78 employees

*Percentages are rounded and may not sum to exactly 100%

Closed Cases – Q4 2023

Findings by Member Status

	Member Status		Grand Total
	PROFESSIONAL STAFF	SWORN	
Exceptional Clearance		1 (0.65%)	1 (0.65%)
Improper Conduct	3 (1.94%)	69 (44.52%)	72 (46.45%)
Insufficient Evidence	10 (6.45%)	22 (14.19%)	32 (20.65%)
Not Sustained		5 (3.23%)	5 (3.23%)
Policy Failure		7 (4.52%)	7 (4.52%)
Proper Conduct	4 (2.58%)	15 (9.68%)	19 (12.26%)
Unfounded	2 (1.29%)	10 (6.45%)	12 (7.74%)
Withdrawn	2 (1.29%)	5 (3.23%)	7 (4.52%)
Grand Total	21 (13.55%)	134 (86.45%)	155 (100.00%)

*Employees may have multiple allegations and findings, above table represents 78 employees

*Percentages are rounded and may not sum to exactly 100%



CLOSED CASES - ACTIONS

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Closed Cases – Q4 2023

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	1	1.19%
	Admonishment	10	11.90%
	Resignation	2	2.38%
	Retirement	2	2.38%
	Retraining	32	38.10%
	Performance Improvement Plan	1	1.19%
	Total	48	57.14%
Disciplinary Action	Written Reprimand/ Written Warning	10	11.90%
	Suspension Held in Abeyance (10 or less days)	9	10.71%
	Suspension (10 or less days)	12	14.29%
	Suspension (11 or more days)	2	2.38%
	Termination	3	3.57%
	Total	36	42.86%
Grand Total		84	100.00%

*Employees may receive multiple actions, above table represents 40 employees

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2023

Actions by Bureau

Action Type	Action and Suspension Days	Bureau At Incident					Grand Total	
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigation s Bureau	Other/ Unknown		Special Operations Bureau
Non-Disciplinary Action	11.11 Program						1 1.19%	1 1.19%
	Admonishment	1 1.19%	1 1.19%	7 8.33%	1 1.19%			10 11.90%
	Resignation					2 2.38%		2 2.38%
	Retirement			2 2.38%				2 2.38%
	Retraining	2 2.38%	3 3.57%	25 29.76%	2 2.38%		1 1.19%	32 38.10%
	Performance Improvement Plan			1 1.19%				1 1.19%
	Total	3 3.57%	4 4.76%	35 41.67%	3 3.57%	2 2.38%	2 2.38%	48 57.14%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.19%	2 2.38%	7 8.33%			1 1.19%	10 11.90%
	Suspension Held in Abeyance (10 or less days)			8 9.52%	1 1.19%			9 10.71%
	Suspension (10 or less days)			10 11.90%	1 1.19%		1 1.19%	12 14.29%
	Suspension (11 or more days)			1 1.19%			1 1.19%	2 2.38%
	Termination	1 1.19%		1 1.19%		1 1.19%		3 3.57%
Total	2 2.38%	2 2.38%	27 32.14%	2 2.38%	1 1.19%	3 3.57%	36 42.86%	
Grand Total	5 5.95%	6 7.14%	62 73.81%	5 5.95%	3 3.57%	5 5.95%	84 100.00%	

*Employees may receive discipline for more than one incident – 2 employees were assigned to different bureaus during different incidents

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2023

Actions by Race

Action Type	Action and Suspension Days	Employee Race				Other/ Unknown	Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White		
Non-Disciplinary Action	11.11 Program				1 1.19%		1 1.19%
	Admonishment	1 1.19%	3 3.57%	2 2.38%	4 4.76%		10 11.90%
	Resignation			1 1.19%	1 1.19%		2 2.38%
	Retirement			2 2.38%			2 2.38%
	Retraining	7 8.33%	10 11.90%	4 4.76%	11 13.10%		32 38.10%
	Performance Improvement Plan			1 1.19%			1 1.19%
	Total	8 9.52%	13 15.48%	10 11.90%	17 20.24%		48 57.14%
Disciplinary Action	Written Reprimand/ Written Warning	2 2.38%	3 3.57%	1 1.19%	4 4.76%		10 11.90%
	Suspension Held in Abeyance (10 or less days)	2 2.38%	5 5.95%	1 1.19%	1 1.19%		9 10.71%
	Suspension (10 or less days)	3 3.57%	4 4.76%	2 2.38%	3 3.57%		12 14.29%
	Suspension (11 or more days)				1 1.19%	1 1.19%	2 2.38%
	Termination		1 1.19%		2 2.38%		3 3.57%
	Total	7 8.33%	13 15.48%	4 4.76%	11 13.10%	1 1.19%	36 42.86%
Grand Total	15 17.86%	26 30.95%	14 16.67%	28 33.33%	1 1.19%	84 100.00%	

*Other/Unknown category includes employees whose race does not fall within any other available category

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2023

Actions by Age Group

Action Type	Action and Suspension Days	Employee Age At Incident				Grand Total
		18-29	30-39	40-49	50-59	
Non-Disciplinary Action	11.11 Program			1 1.19%		1 1.19%
	Admonishment	3 3.57%	3 3.57%	3 3.57%	1 1.19%	10 11.90%
	Resignation	1 1.19%	1 1.19%			2 2.38%
	Retirement				2 2.38%	2 2.38%
	Retraining	4 4.76%	11 13.10%	10 11.90%	7 8.33%	32 38.10%
	Performance Improvement Plan				1 1.19%	1 1.19%
	Total	8 9.52%	15 17.86%	14 16.67%	11 13.10%	48 57.14%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.19%	2 2.38%	3 3.57%	4 4.76%	10 11.90%
	Suspension Held in Abeyance (10 or less days)		5 5.95%	3 3.57%	1 1.19%	9 10.71%
	Suspension (10 or less days)		5 5.95%	4 4.76%	3 3.57%	12 14.29%
	Suspension (11 or more days)	1 1.19%		1 1.19%		2 2.38%
	Termination	1 1.19%		2 2.38%		3 3.57%
	Total	3 3.57%	12 14.29%	13 15.48%	8 9.52%	36 42.86%
Grand Total	11 13.10%	27 32.14%	27 32.14%	19 22.62%	84 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

*Employees may receive discipline for more than one incident

Closed Cases – Q4 2023

Actions by Gender

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program		1 1.19%	1 1.19%
	Admonishment		10 11.90%	10 11.90%
	Resignation		2 2.38%	2 2.38%
	Retirement		2 2.38%	2 2.38%
	Retraining	2 2.38%	30 35.71%	32 38.10%
	Performance Improvement Plan		1 1.19%	1 1.19%
	Total		2 2.38%	46 54.76%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.19%	9 10.71%	10 11.90%
	Suspension Held in Abeyance (10 or less days)		9 10.71%	9 10.71%
	Suspension (10 or less days)	2 2.38%	10 11.90%	12 14.29%
	Suspension (11 or more days)		2 2.38%	2 2.38%
	Termination		3 3.57%	3 3.57%
	Total		3 3.57%	33 39.29%
Grand Total		5 5.95%	79 94.05%	84 100.00%

Closed Cases – Q4 2023

Actions by Tenure

Action Type	Action and Suspension Days	Tenure at Incident					Over 25 yrs	Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs		
Non-Disciplinary Action	11.11 Program		1 1.19%					1 1.19%
	Admonishment	3 3.57%	3 3.57%	2 2.38%		2 2.38%		10 11.90%
	Resignation	2 2.38%						2 2.38%
	Retirement						2 2.38%	2 2.38%
	Retraining	8 9.52%	7 8.33%	10 11.90%	2 2.38%	4 4.76%	1 1.19%	32 38.10%
	Performance Improvement Plan				1 1.19%			1 1.19%
	Total	13 15.48%	11 13.10%	12 14.29%	3 3.57%	6 7.14%	3 3.57%	48 57.14%
Disciplinary Action	Written Reprimand/ Written Warning	2 2.38%	2 2.38%	3 3.57%	1 1.19%	2 2.38%		10 11.90%
	Suspension Held in Abeyance (10 or less days)	4 4.76%		4 4.76%	1 1.19%			9 10.71%
	Suspension (10 or less days)	2 2.38%	2 2.38%	3 3.57%	3 3.57%	1 1.19%	1 1.19%	12 14.29%
	Suspension (11 or more days)		2 2.38%					2 2.38%
	Termination	1 1.19%			2 2.38%			3 3.57%
	Total	9 10.71%	6 7.14%	10 11.90%	7 8.33%	3 3.57%	1 1.19%	36 42.86%
Grand Total		22 26.19%	17 20.24%	22 26.19%	10 11.90%	9 10.71%	4 4.76%	84 100.00%

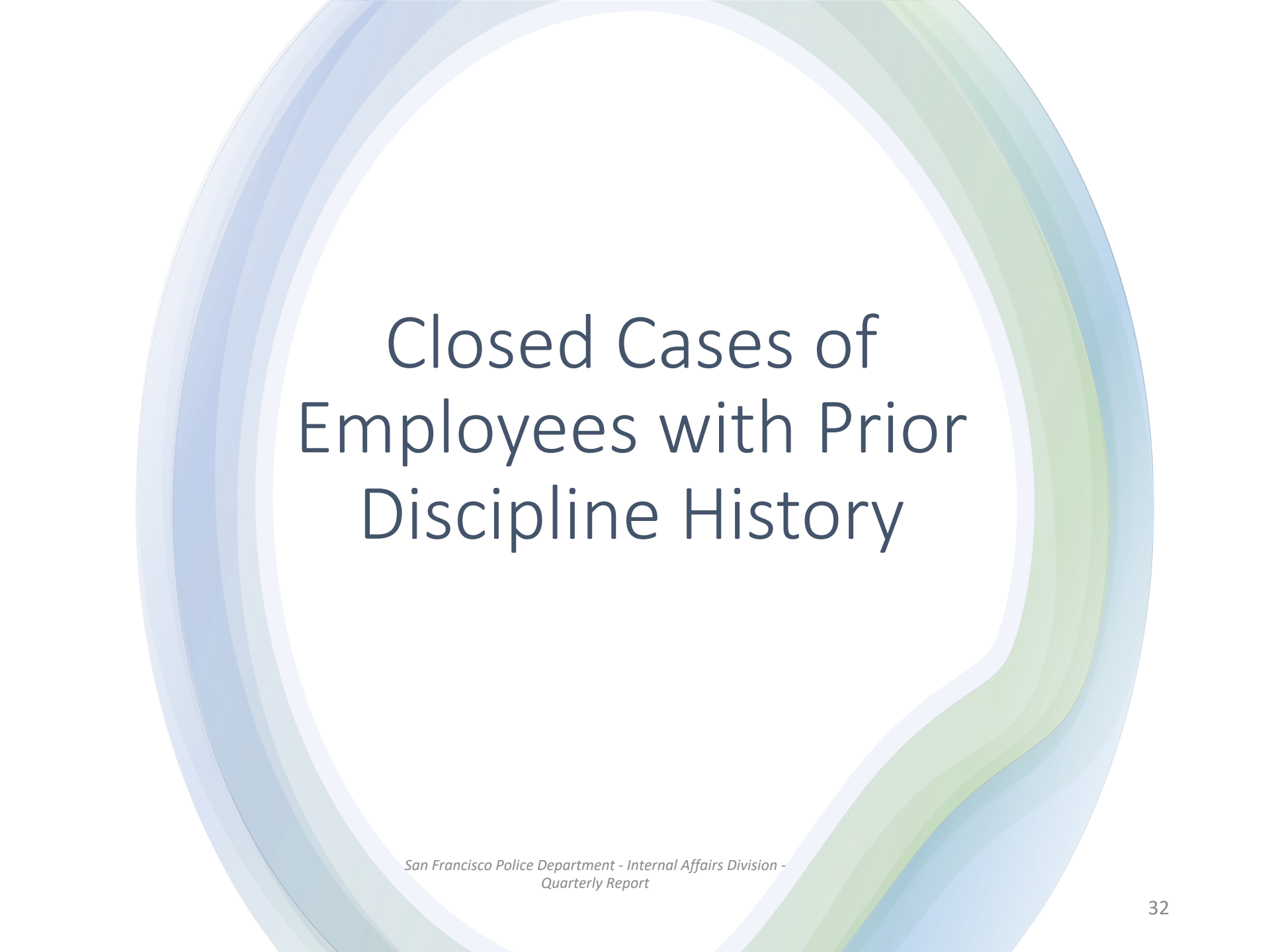
*Employees may receive discipline for more than one incident

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2023

Actions by Member Status

Action Type	Action and Suspension Days	Member Status		Grand Total
		PROFESSIONAL STAFF	SWORN	
Non-Disciplinary Action	11.11 Program		1 1.19%	1 1.19%
	Admonishment		10 11.90%	10 11.90%
	Resignation		2 2.38%	2 2.38%
	Retirement		2 2.38%	2 2.38%
	Retraining	1 1.19%	31 36.90%	32 38.10%
	Performance Improvement Plan		1 1.19%	1 1.19%
	Total		1 1.19%	47 55.95%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.19%	9 10.71%	10 11.90%
	Suspension Held in Abeyance (10 or less days)		9 10.71%	9 10.71%
	Suspension (10 or less days)		12 14.29%	12 14.29%
	Suspension (11 or more days)		2 2.38%	2 2.38%
	Termination		3 3.57%	3 3.57%
	Total		1 1.19%	35 41.67%
Grand Total		2 2.38%	82 97.62%	84 100.00%



Closed Cases of Employees with Prior Discipline History

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Closed Cases – Q4 2023

Actions for Employees with Discipline History (within past 7 years)

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	1	1.96%
	Admonishment	4	7.84%
	Retraining	20	39.22%
	Performance Improvement Plan	1	1.96%
	Total	26	50.98%
Disciplinary Action	Written Reprimand/ Written Warning	7	13.73%
	Suspension Held in Abeyance (10 or less days)	8	15.69%
	Suspension (10 or less days)	9	17.65%
	Suspension (11 or more days)	1	1.96%
	Total	25	49.02%
Grand Total		51	100.00%

*Employees may receive multiple actions – above table represents 22 employees

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2023

Actions by Bureau, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Bureau At Incident				Grand Total	
		Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau		Special Operations Bureau
Non-Disciplinary Action	11.11 Program					1 1.96%	1 1.96%
	Admonishment	1 1.96%		2 3.92%	1 1.96%		4 7.84%
	Retraining	2 3.92%	2 3.92%	14 27.45%	2 3.92%	1 1.96%	20 39.22%
	Performance Improvement Plan			1 1.96%			1 1.96%
	Total	3 5.88%	2 3.92%	17 33.33%	3 5.88%	2 3.92%	26 50.98%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.96%	2 3.92%	4 7.84%		1 1.96%	7 13.73%
	Suspension Held in Abeyance (10 or less days)			7 13.73%	1 1.96%		8 15.69%
	Suspension (10 or less days)			7 13.73%	1 1.96%	1 1.96%	9 17.65%
	Suspension (11 or more days)					1 1.96%	1 1.96%
	Total	1 1.96%	2 3.92%	18 35.29%	2 3.92%	3 5.88%	25 49.02%
Grand Total		4 7.84%	4 7.84%	35 68.63%	5 9.80%	5 9.80%	51 100.00%

*Employees may receive discipline for more than one incident – two employees were assigned to different bureaus during different incidents

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2023

Actions by Race, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Race				Grand Total
		A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	
Non-Disciplinary Action	11.11 Program				1 1.96%	1 1.96%
	Admonishment		2 3.92%	1 1.96%	1 1.96%	4 7.84%
	Retraining	4 7.84%	7 13.73%	3 5.88%	6 11.76%	20 39.22%
	Performance Improvement Plan			1 1.96%		1 1.96%
	Total	4 7.84%	9 17.65%	5 9.80%	8 15.69%	26 50.98%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.96%	2 3.92%	1 1.96%	3 5.88%	7 13.73%
	Suspension Held in Abeyance (10 or less days)	1 1.96%	5 9.80%	1 1.96%	1 1.96%	8 15.69%
	Suspension (10 or less days)	2 3.92%	3 5.88%	2 3.92%	2 3.92%	9 17.65%
	Suspension (11 or more days)				1 1.96%	1 1.96%
	Total	4 7.84%	10 19.61%	4 7.84%	7 13.73%	25 49.02%
Grand Total	8 15.69%	19 37.25%	9 17.65%	15 29.41%	51 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2023

Actions by Age Group, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Age At Incident				Grand Total
		18-29	30-39	40-49	50-59	
Non-Disciplinary Action	11.11 Program			1 1.96%		1 1.96%
	Admonishment	1 1.96%	1 1.96%	1 1.96%	1 1.96%	4 7.84%
	Retraining	1 1.96%	6 11.76%	7 13.73%	6 11.76%	20 39.22%
	Performance Improvement Plan				1 1.96%	1 1.96%
	Total	2 3.92%	7 13.73%	9 17.65%	8 15.69%	26 50.98%
Disciplinary Action	Written Reprimand/ Written Warning		2 3.92%	2 3.92%	3 5.88%	7 13.73%
	Suspension Held in Abeyance (10 or less days)		4 7.84%	3 5.88%	1 1.96%	8 15.69%
	Suspension (10 or less days)		2 3.92%	4 7.84%	3 5.88%	9 17.65%
	Suspension (11 or more days)			1 1.96%		1 1.96%
	Total		8 15.69%	10 19.61%	7 13.73%	25 49.02%
Grand Total		2 3.92%	15 29.41%	19 37.25%	15 29.41%	51 100.00%

*Employees may receive discipline for more than one incident

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2023

Actions by Gender, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Employee Gender		
		Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program		1 1.96%	1 1.96%
	Admonishment		4 7.84%	4 7.84%
	Retraining	2 3.92%	18 35.29%	20 39.22%
	Performance Improvement Plan		1 1.96%	1 1.96%
	Total	2 3.92%	24 47.06%	26 50.98%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.96%	6 11.76%	7 13.73%
	Suspension Held in Abeyance (10 or less days)		8 15.69%	8 15.69%
	Suspension (10 or less days)	2 3.92%	7 13.73%	9 17.65%
	Suspension (11 or more days)		1 1.96%	1 1.96%
	Total	3 5.88%	22 43.14%	25 49.02%
Grand Total		5 9.80%	46 90.20%	51 100.00%

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2023

Actions by Tenure, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Tenure at Incident					Over 25 yrs	Grand Total
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs		
Non-Disciplinary Action	11.11 Program		1 1.96%					1 1.96%
	Admonishment	1 1.96%	1 1.96%			2 3.92%		4 7.84%
	Retraining	4 7.84%	3 5.88%	6 11.76%	2 3.92%	4 7.84%	1 1.96%	20 39.22%
	Performance Improvement Plan				1 1.96%			1 1.96%
	Total	5 9.80%	5 9.80%	6 11.76%	3 5.88%	6 11.76%	1 1.96%	26 50.98%
Disciplinary Action	Written Reprimand/ Written Warning		2 3.92%	2 3.92%	1 1.96%	2 3.92%		7 13.73%
	Suspension Held in Abeyance (10 or less days)	4 7.84%		3 5.88%	1 1.96%			8 15.69%
	Suspension (10 or less days)	2 3.92%		2 3.92%	3 5.88%	1 1.96%	1 1.96%	9 17.65%
	Suspension (11 or more days)		1 1.96%					1 1.96%
	Total	6 11.76%	3 5.88%	7 13.73%	5 9.80%	3 5.88%	1 1.96%	25 49.02%
Grand Total	11 21.57%	8 15.69%	13 25.49%	8 15.69%	9 17.65%	2 3.92%	51 100.00%	

*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2023

Actions by Member Status, for Employees with Discipline History (within past 7 years)

Action Type	Action and Suspension Days	Member Status		Grand Total
		PROFESSIONAL STAFF	SWORN	
Non-Disciplinary Action	11.11 Program		1 1.96%	1 1.96%
	Admonishment		4 7.84%	4 7.84%
	Retraining	1 1.96%	19 37.25%	20 39.22%
	Performance Improvement Plan		1 1.96%	1 1.96%
	Total	1 1.96%	25 49.02%	26 50.98%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.96%	6 11.76%	7 13.73%
	Suspension Held in Abeyance (10 or less days)		8 15.69%	8 15.69%
	Suspension (10 or less days)		9 17.65%	9 17.65%
	Suspension (11 or more days)		1 1.96%	1 1.96%
	Total	1 1.96%	24 47.06%	25 49.02%
Grand Total	2 3.92%	49 96.08%	51 100.00%	

*Table includes actions for those employees with findings of Improper Conduct



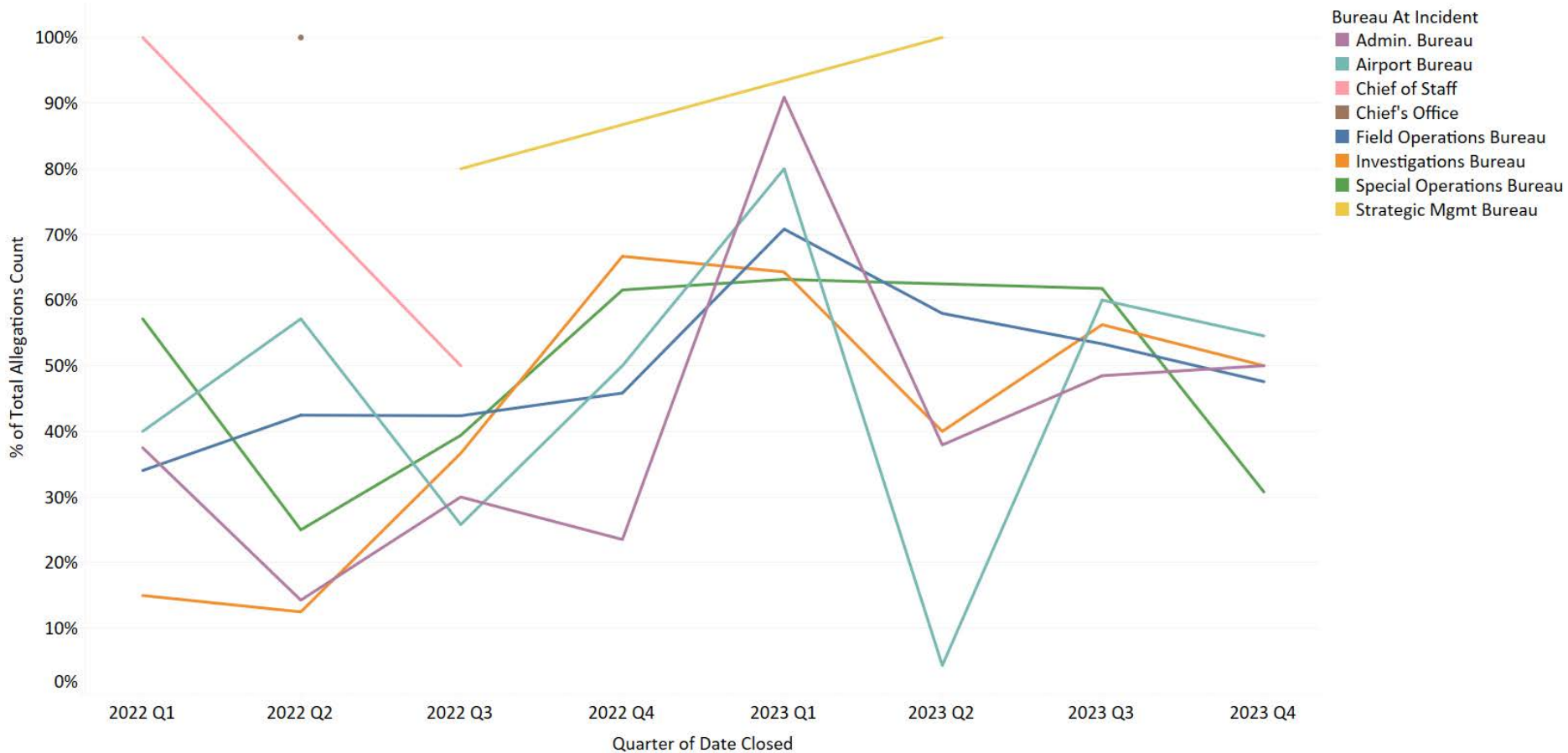
Five Year Trends

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Percentage of Sustained Allegations by Bureau

			Bureau At Incident						
			Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Other/Unknown	Special Operations Bureau	Strategic Mgmt Bureau
Not Sustained	2022	Q4	13 76.47%	11 50.00%	39 54.17%	1 33.33%		5 38.46%	
	2023	Q4	5 50.00%	5 45.45%	54 52.43%	2 50.00%	3 33.33%	9 69.23%	5 100.00%
Sustained	2022	Q4	4 23.53%	11 50.00%	33 45.83%	2 66.67%	3 100.00%	8 61.54%	
	2023	Q4	5 50.00%	6 54.55%	49 47.57%	2 50.00%	6 66.67%	4 30.77%	

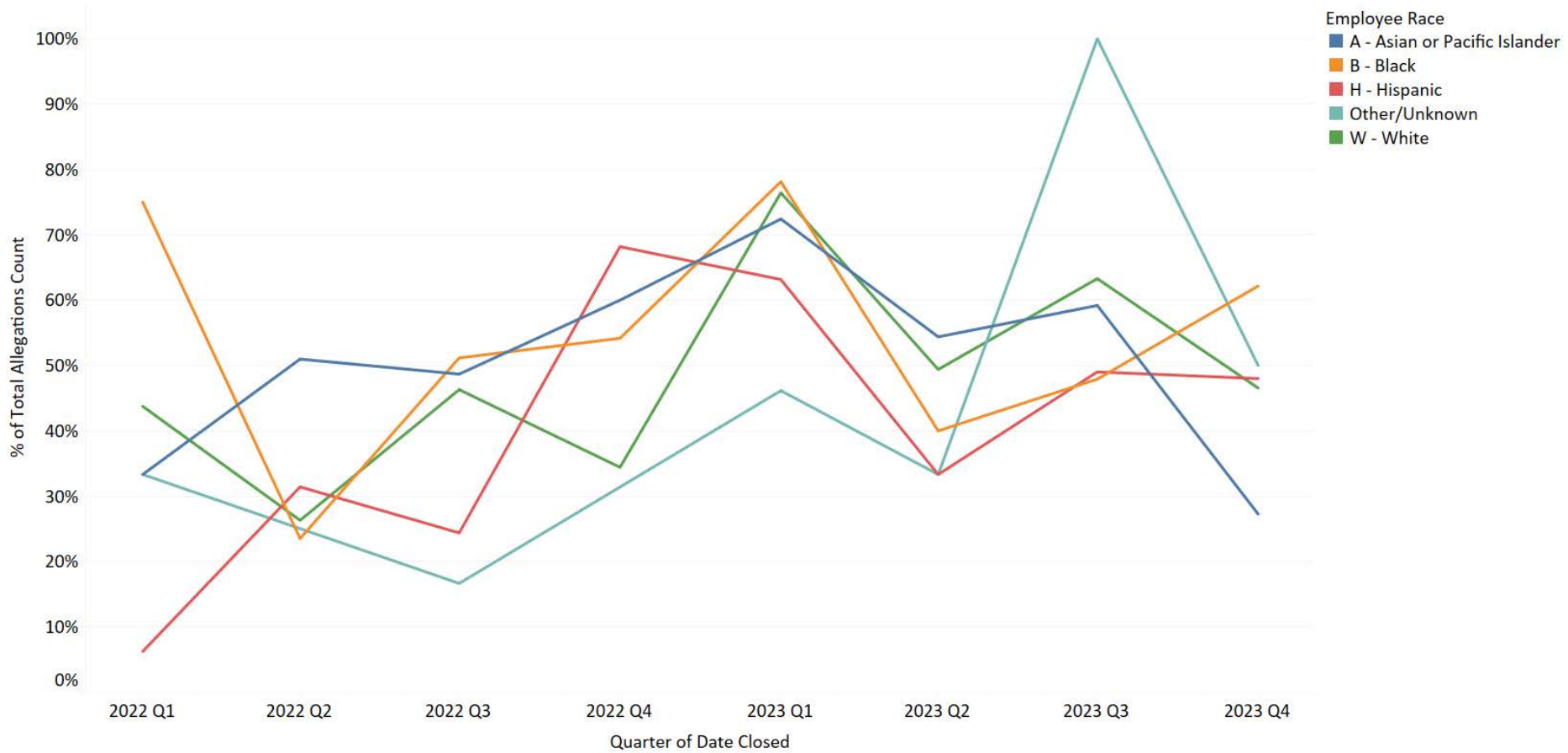
Percentage of Sustained Allegations by Bureau



Percentage of Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	Other/Unknown	W - White
Not Sustained	2022	Q4	8 40.00%	11 45.83%	7 31.82%	3 100.00%	40 65.57%
	2023	Q4	24 72.73%	14 37.84%	13 52.00%	1 50.00%	31 53.45%
Sustained	2022	Q4	12 60.00%	13 54.17%	15 68.18%		21 34.43%
	2023	Q4	9 27.27%	23 62.16%	12 48.00%	1 50.00%	27 46.55%

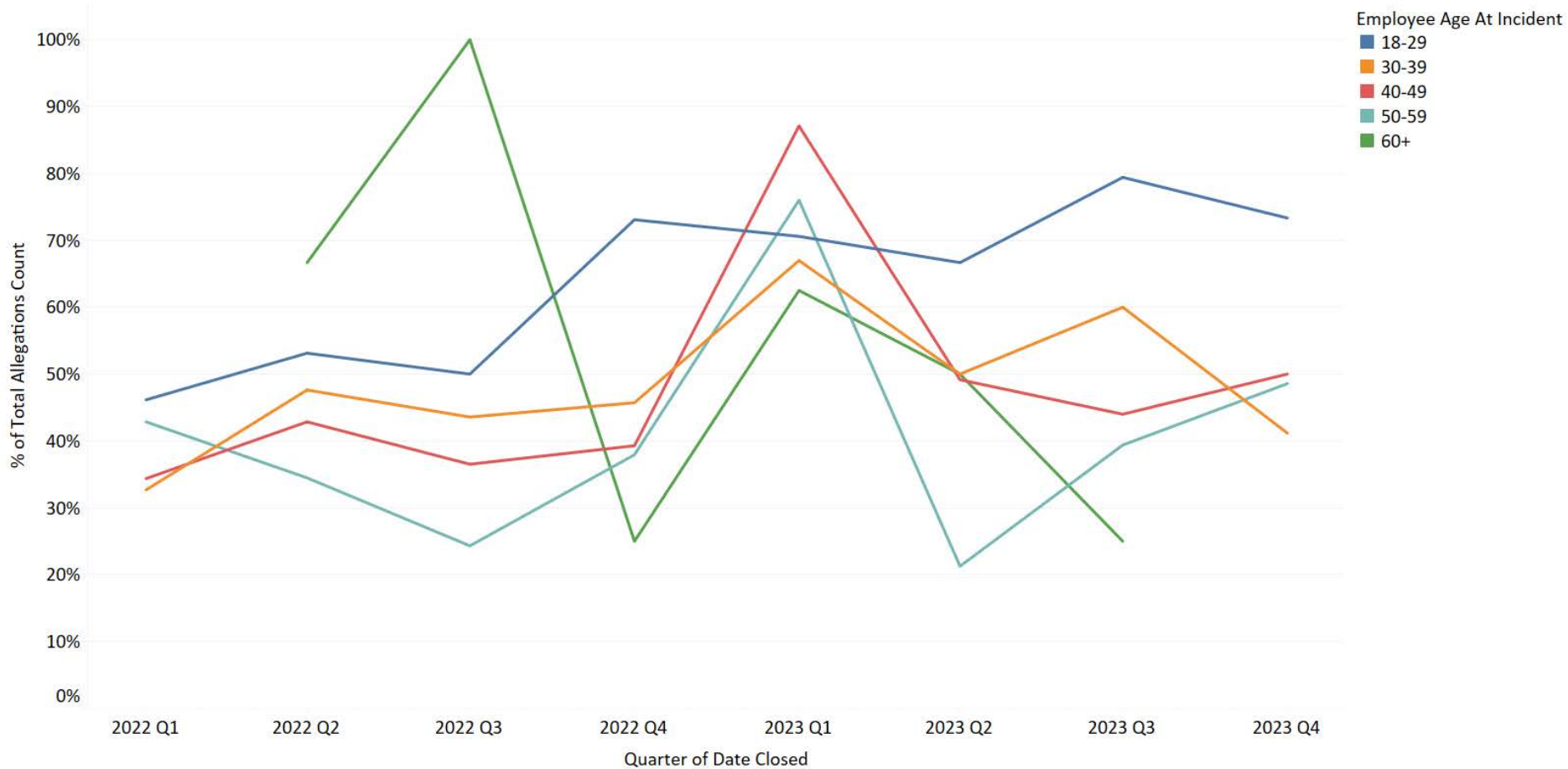
Percentage of Sustained Allegations by Race



Percentage of Sustained Allegations by Age

			Employee Age At Incident					
			18-29	30-39	40-49	50-59	60+	Unknown
Not Sustained	2022	Q4	7 26.92%	19 54.29%	17 60.71%	18 62.07%	6 75.00%	2 50.00%
	2023	Q4	4 26.67%	30 58.82%	23 50.00%	18 51.43%	8 100.00%	
Sustained	2022	Q4	19 73.08%	16 45.71%	11 39.29%	11 37.93%	2 25.00%	2 50.00%
	2023	Q4	11 73.33%	21 41.18%	23 50.00%	17 48.57%		

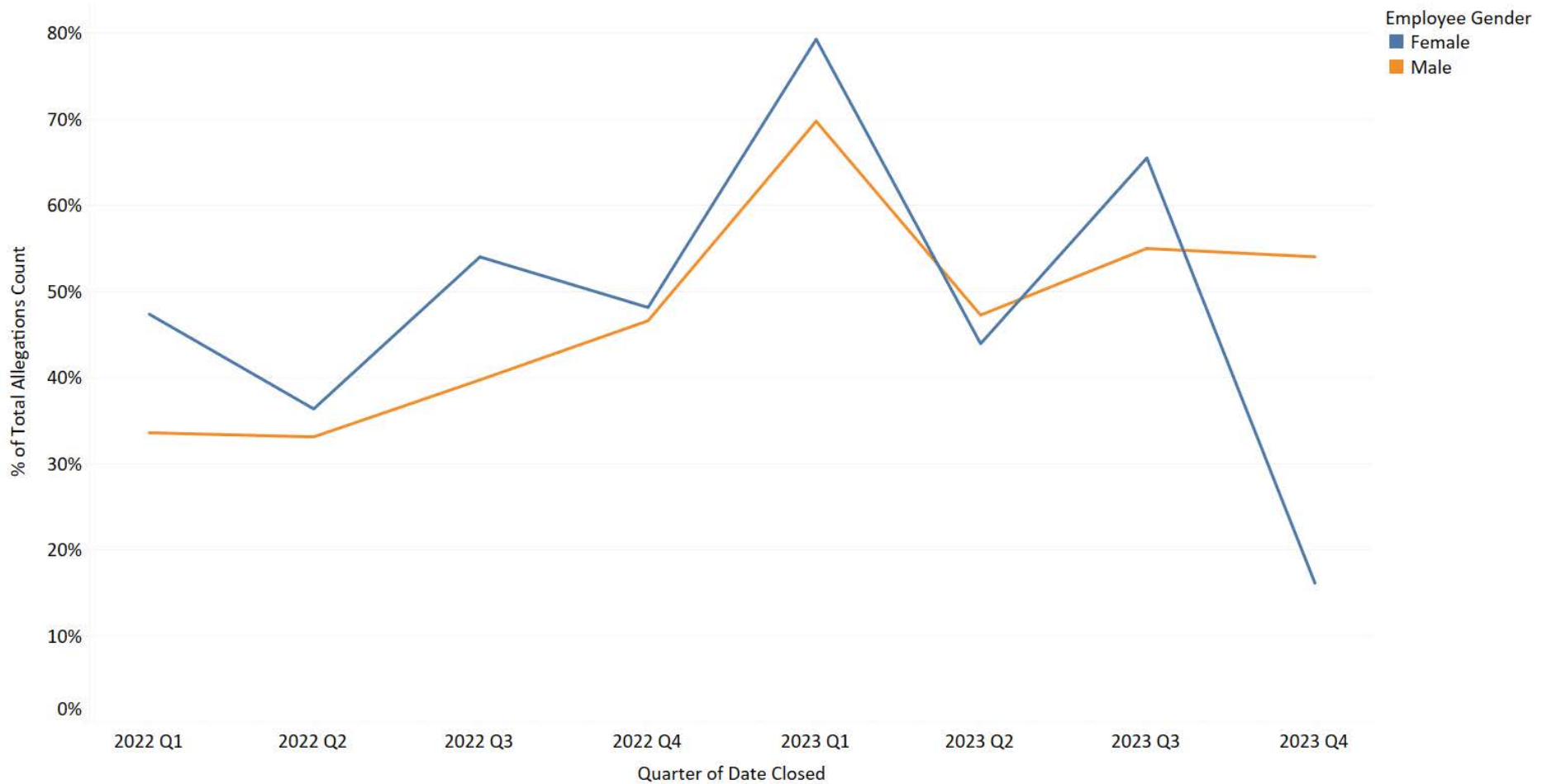
Percentage of Sustained Allegations by Age



Percentage of Sustained Allegations by Gender

			Employee Gender	
			Female	Male
Not Sustained	2022	Q4	14 51.85%	55 53.40%
	2023	Q4	26 83.87%	57 45.97%
Sustained	2022	Q4	13 48.15%	48 46.60%
	2023	Q4	5 16.13%	67 54.03%

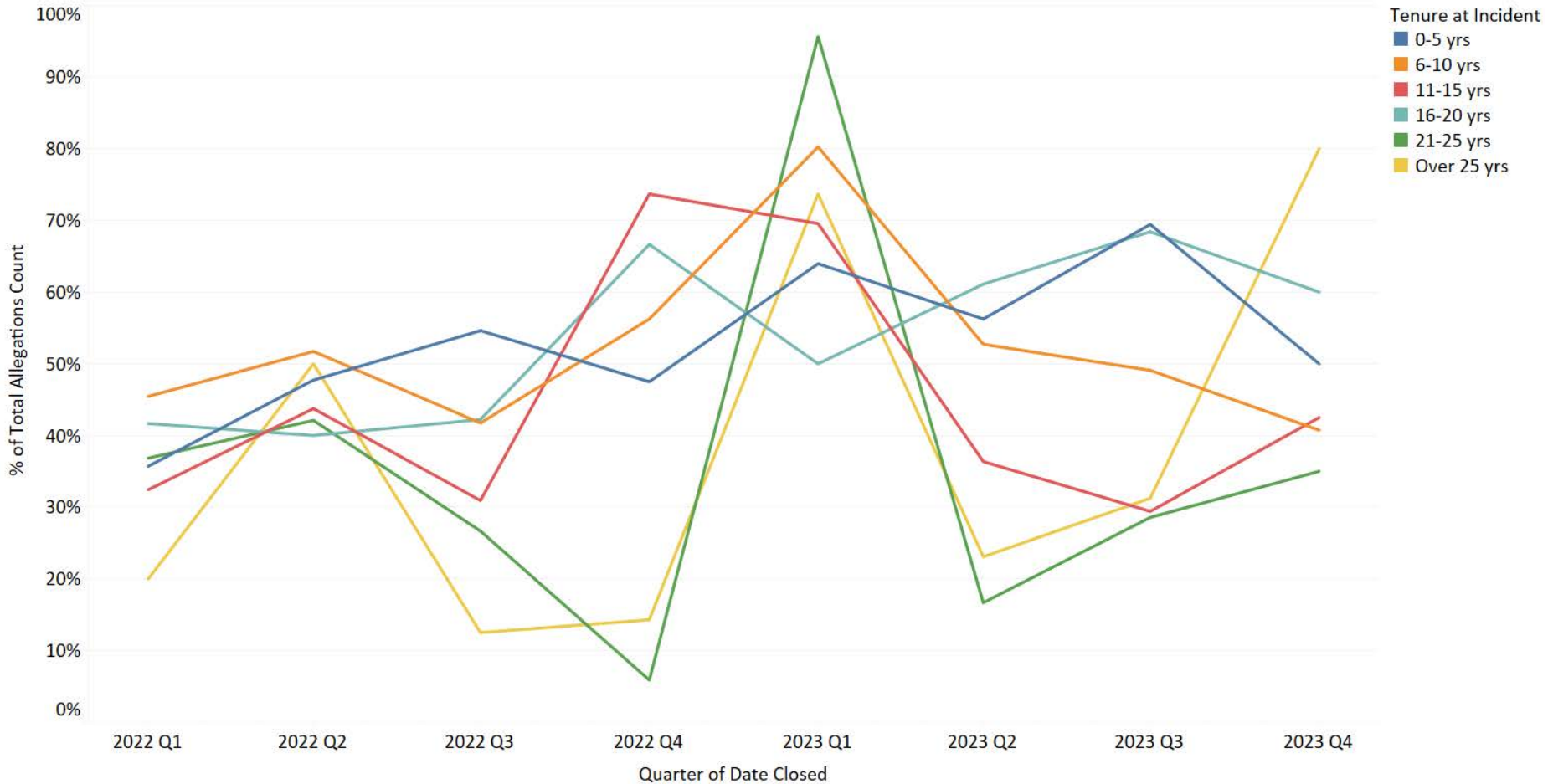
Percentage of Sustained Allegations by Gender



Percentage of Sustained Allegations by Tenure

			Tenure at Incident						
			0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Unkno..
Not Sustained	2022	Q4	21 52.50%	14 43.75%	5 26.32%	3 33.33%	16 94.12%	6 85.71%	4 66.67%
	2023	Q4	24 50.00%	16 59.26%	23 57.50%	6 40.00%	13 65.00%	1 20.00%	
Sustained	2022	Q4	19 47.50%	18 56.25%	14 73.68%	6 66.67%	1 5.88%	1 14.29%	2 33.33%
	2023	Q4	24 50.00%	11 40.74%	17 42.50%	9 60.00%	7 35.00%	4 80.00%	

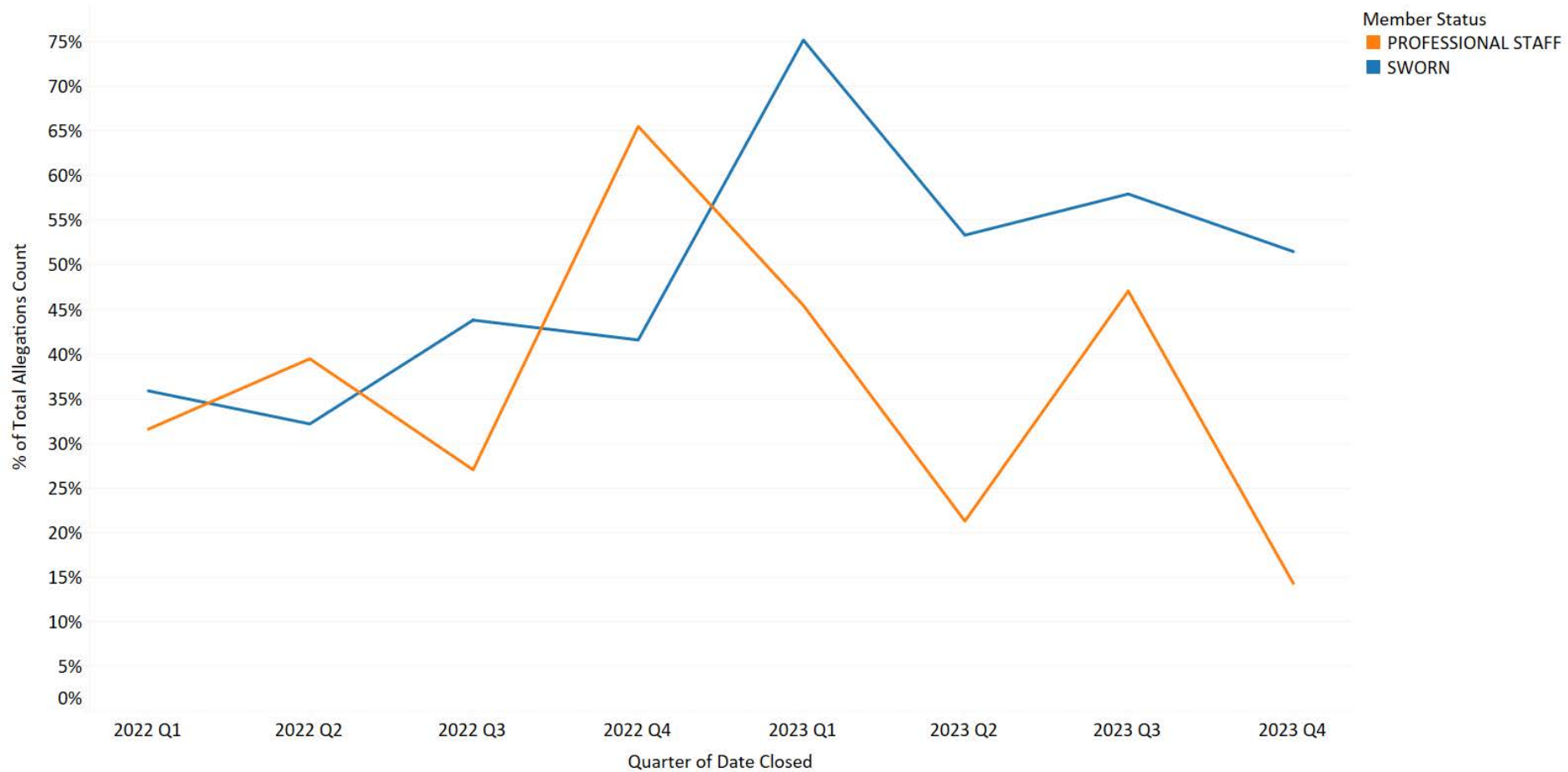
Percentage of Sustained Allegations by Tenure



Percentage of Sustained Allegations by Member Status

			Member Status	
			PROFESSIONAL	
			STAFF	SWORN
Not Sustained	2022	Q4	10 34.48%	59 58.42%
	2023	Q4	18 85.71%	65 48.51%
Sustained	2022	Q4	19 65.52%	42 41.58%
	2023	Q4	3 14.29%	69 51.49%

Percentage of Sustained Allegations by Member Status





Opened Cases Complaint Summaries

*San Francisco Police Department - Internal Affairs Division -
Quarterly Report*

Complaint Summaries – Q4 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2022-0180	Operated a Department vehicle (off-duty) while impaired. Failed to remain at the collision scene. Failed to request appropriate jurisdiction respond to the scene. Was involved in a solo vehicle collision while off-duty in a Department vehicle and failed to notify Commanding Officer. Failed to take proper care of Department vehicle.
MCD-2022-0195	Engaged in harassing and threatening communication. Reflected discredit upon the department. Used employment and position within SFPD to secure personal privileges. Posted photos, videos, etc. of self in SFPD Uniform on social media.
MCD-2023-0168	Wrote an incomplete police report
MCD-2023-0169	Failed to comply with multiple directives to title BWC videos
MCD-2023-0170	Failed to comply with multiple directives to title BWC videos
MCD-2023-0171	Failed to comply with multiple directives to title BWC videos
MCD-2023-0172	Failed to comply with multiple directives to title BWC videos
MCD-2023-0173	Failed to comply with multiple directives to title BWC videos
MCD-2023-0174	Failed to comply with multiple directives to title BWC videos
MCD-2023-0175	Failed to comply with multiple directives to title BWC videos
MCD-2023-0176	Failed to comply with multiple directives to title BWC videos
MCD-2023-0177	Failed to comply with multiple directives to title BWC videos

Complaint Summaries – Q4 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0178	Conducted personal business while on duty
MCD-2023-0178	Failed to conduct an immediate investigation in reference to alleged misconduct that required documentation on Department Memorandum.
MCD-2023-0180	Was discourteous towards a member of the public. Issued a citation in error.
MCD-2023-0182	Failed to take proper care of Department property (cell phone)
MCD-2023-0183	Failed to comply with multiple directives to title BWC videos
MCD-2023-0184	Failed to comply with multiple directives to title BWC videos
MCD-2023-0185	Failed to comply with multiple directives to title BWC videos
MCD-2023-0186	Was discourteous to a member of the public. Prepared an incomplete incident report. Failed to collect or document evidence (photos of vehicle damage).
MCD-2023-0187	Was discourteous to a member of the public during a phone conversation. Failed to have a working knowledge of vehicle and or property release from a vehicle that was towed during a phone conversation.
MCD-2023-0188	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0189	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0190	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.

Complaint Summaries – Q4 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0192	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0193	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0194	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0195	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0196	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0197	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0198	Failed to comply with multiple directives to upload BWC videos
MCD-2023-0199	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0200	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0201	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0202	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0203	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.

Complaint Summaries – Q4 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0204	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0205	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0206	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0207	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0208	Failed to provide name/rank when answering the telephone. Failed to provide name when requested by a citizen. Was discourteous by laughing at a citizen's concerns and placing the citizen on hold for an extended period of time.
MCD-2023-0209	Was discourteous, loud, and unhelpful to a member of the public.
MCD-2023-0210	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0211	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0212	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0213	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0214	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0215	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.

Complaint Summaries – Q4 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0216	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0217	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0218	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0219	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0220	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0221	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0222	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0223	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0224	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0225	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0226	While off-duty was driving under the influence of alcohol. Was armed with a handgun while under the influence of alcohol.
MCD-2023-0227	Failed to appear for mandatory range qualification

Complaint Summaries – Q4 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0228	Failed to appear for mandatory range qualification
MCD-2023-0229	Failed to appear for mandatory range qualification
MCD-2023-0230	Failed to appear for mandatory range qualification
MCD-2023-0231	Failed to appear for mandatory range qualification
MCD-2023-0232	Hung up the telephone on a member of the public on multiple occasions
MCD-2023-0233	Improperly possessed a firearm in carry-on baggage at an SFO security checkpoint while off duty.
MCD-2023-0234	Was discourteous towards a member of the public. Was dishonest about star number when requested by a member of the public. Issued a citation without cause.
MCD-2023-0235	Failed to immediately notify dispatch when detaining a suspect in a trespassing incident. Failed to immediately update dispatch of status when conducting a trespassing investigation. Failed to file an incident report of a crime that required police attention. Failed to thoroughly investigate a trespassing call. Failed to arrest a person in possible psychological distress who had committed a crime. Failed to properly collect and process narcotics. Failed to conduct self in a manner that reflects favorably on the department.
MCD-2023-0235	Failed to immediately notify dispatch when detaining a suspect in a trespassing incident. Failed to immediately update dispatch of status when conducting a trespassing investigation. Failed to file an incident report of a crime that required police attention. Failed to thoroughly investigate a trespassing call. Failed to arrest a person in possible psychological distress who had committed a crime. Failed to properly collect and process narcotics. Failed to conduct self in a manner that reflects favorably on the department.
MCD-2023-0236	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.
MCD-2023-0237	Failed to comply with multiple directives to upload BWC videos. Failed to comply with multiple directives to title BWC videos.

Complaint Summaries – Q4 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0238	Failed to attend scheduled DPA interview
MCD-2023-0239	Failed to monitor overtime
MCD-2023-0239	Submitted overtime cards for hours not worked. Denied overtime pay to employees for overtime hours worked.
MCD-2023-0240	Failed to enforce a decision made in a Vicious and Dangerous Dog Unit (VDD) Hearing due to bias. Did not call back or respond to email correspondence from the complainant.
MCD-2023-0241	Made inappropriate sexual comments about superior officers. Made comments that are unprofessional and disrespectful. Actions have created an offensive environment. Has engaged in a pattern of misconduct.
MCD-2023-0242	Was discourteous to a member of the public
MCD-2023-0243	An unknown member disclosed confidential information online that may compromise an investigation.
MCD-2023-0244	Failed to remain at the scene and file a vehicle crash report involving a city-owned vehicle. Failed to timely notify the department regarding a vehicle crash involving a city-owned vehicle. Failed to update HRMS to reflect training attendance.
MCD-2023-0245	Arrived late to assignment though billed for an entire shift
MCD-2023-0245	Committed overtime fraud by covering another member's regular shift hours. Committed overtime fraud by removing another member's regular shift and reassigning self as an overtime shift. Committed time fraud by arriving late to an assignment while billed for the entire shift.
MCD-2023-0245	Committed time fraud when arriving 45 minutes late to assignment while billed for the entire shift.
MCD-2023-0245	Failed to accurately record absences. Wrote an inappropriate/retaliatory message directed against other employees who had called in sick.

Complaint Summaries – Q4 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0245	Failed to supervise members committing time fraud. Committed time fraud by arriving and leaving duty station. Inappropriately brought a pet dog to work and let the dog roam around without a leash. Was not in proper uniform when addressing members.
MCD-2023-0245	Intentionally failed to report misconduct of time fraud
MCD-2023-0246	Refused to share custody of child in common
MCD-2023-0247	Was unnecessarily rude to a member of the public
MCD-2023-0248	Was in possession of a two high-capacity firearm magazines
MCD-2023-0249	Left a loaded personal firearm at a restaurant. Consumed an alcoholic beverage while being in possession of a firearm.
MCD-2023-0250	Committed time fraud, being paid for time that was not worked
MCD-2023-0251	Failed to take proper care of Department Property (police radio)
MCD-2023-0252	Failed to appear for mandatory range qualification
MCD-2023-0253	Failed to appear for mandatory range qualification
MCD-2023-0254	Failed to appear for mandatory range qualification
MCD-2023-0255	Failed to appear for mandatory range qualification
MCD-2023-0256	Failed to appear for mandatory range qualification

Complaint Summaries – Q4 2023 Opened Cases

Case Number	Summary of Complaints
MCD-2023-0257	Failed to appear for mandatory range qualification
MCD-2023-0258	Failed to appear for mandatory range qualification
MCD-2023-0259	Failed to appear for mandatory range qualification
MCD-2023-0260	Did not appear for a Department of Police Accountability interview
MCD-2023-0261	Did not appear for a Department of Police Accountability interview
MCD-2023-0262	Off-duty, arrested for a DUI and Child Endangerment
MCD-2023-0263	Was intoxicated in public and identified self as a police officer to gain access to an area that was not currently open to the public. Was armed with a firearm while intoxicated.
MCD-2023-0264	Was discourteous and exhibited unacceptable behavior during a police commission meeting.
MCD-2024-0001	Failed to report to work and did not notify any supervisors of absence
MCD-2024-0003	Identified self as a police officer on social media, displayed unprofessional conduct via written messages, posted photographs in a police uniform and in a police vehicle without authorization from the Department.
OIS-2023-0005	Officer Involved Shooting Investigation
UOF 23-0002	Use of Force – Covered Incident Investigation

The page features decorative curved lines in shades of blue and green. One large curve is in the top right corner, and another is in the bottom left corner. The word "Appendices" is centered in a dark blue, sans-serif font.

Appendices

Glossary

- Improper Conduct – a preponderance of the evidence proves the alleged conduct occurred and that the conduct violated Department policy or procedure
- Insufficient Evidence – the evidence fails to prove or disprove that the alleged conduct occurred
- Proper Conduct – the evidence proves that the alleged conduct occurred; however, the conduct was justified, lawful, and proper
- Policy Failure – the evidence proves that the alleged conduct occurred but was justified by Department policy or procedures; however, the SFPD or DPA recommends that the policy or procedure be changed or modified
- Supervision Failure – the evidence proves that the alleged conduct occurred and was the result of inadequate supervision
- Training Failure – the evidence proves that the alleged conduct resulted from inadequate or inappropriate training
- Unfounded – the evidence proves that the alleged conduct did not occur or that the accused officer was not involved
- Withdrawal – the complainant failed to provide additional requested evidence, or the complainant requested a withdrawal of the complaint
- Exceptional Clearance – factors beyond control of law enforcement agency prohibit disciplinary measures, i.e. employee death
- Held in Abeyance* – suspension days (all or a set amount) or termination will not be imposed and will be held for a period of time ("the abeyance term") which will expire if the time frame elapses
- 11.11 Program – Intervention and Resource Program, provides members with intervention and recovery resources for problematic and addictive behavioral issues to include but not limited to substance abuse, gambling, and anger/stress management
- Admonishment – verbal correction to rectify or caution to avoid repeating (non-disciplinary action)
- Government Code (GC) 3304 – Administrative investigations have a “statute of limitations” that requires IAD to complete its investigation and notify the accused officer of possible discipline within one year of the discovery of the underlying conduct
- DGO – Department General Order
- DN – Department Notice
- DB – Department Bulletin
- DPA – San Francisco Department of Police Accountability
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct
- DEM – San Francisco Department of Emergency Management

*Please note, definition of “Held in Abeyance” is a working definition and may be updated pending input from various internal and external stakeholders