

Internal Affairs Division

Quarterly
Report
Q4 2025



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



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San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	504	17.8%
Airport Bureau	386	13.7%
Investigations Bureau	354	12.5%
Chief's Office	212	7.5%
Field Operations Bureau	1,205	42.6%
Special Operations Bureau	165	5.8%
Total	2,826	100.0%

Race/Ethnicity		
Asian	845	29.9%
Black	241	8.5%
Hispanic	529	18.7%
Other/Unknown	67	2.4%
White	1,144	40.5%
Total	2,826	100.0%

San Francisco Police Department Employee Demographics

Age Group		
18-29	228	8.1%
30-39	763	27.0%
40-49	805	28.5%
50-59	632	22.4%
60+	398	14.1%
Total	2,826	100.0%

Gender		
Male	2,170	76.8%
Female	656	23.2%
Total	2,826	100.0%

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	551	19.5%
6-10	665	23.5%
11-15	405	14.3%
16-20	493	17.4%
21-25	244	8.6%
Over 25	468	16.6%
Total	2,826	100.0%

Member Status		
Sworn	1,895	67.1%
Professional Staff	931	32.9%
Total	2,826	100.0%

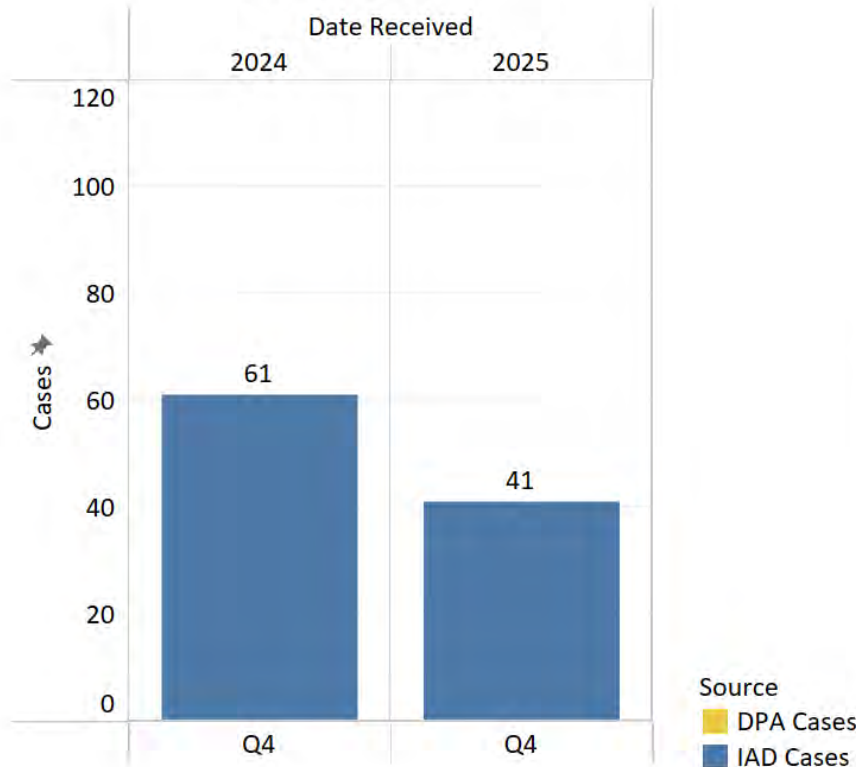
Opened Cases

		Date Received
		Q4
2024	IAD Cases	61
2025	IAD Cases	41

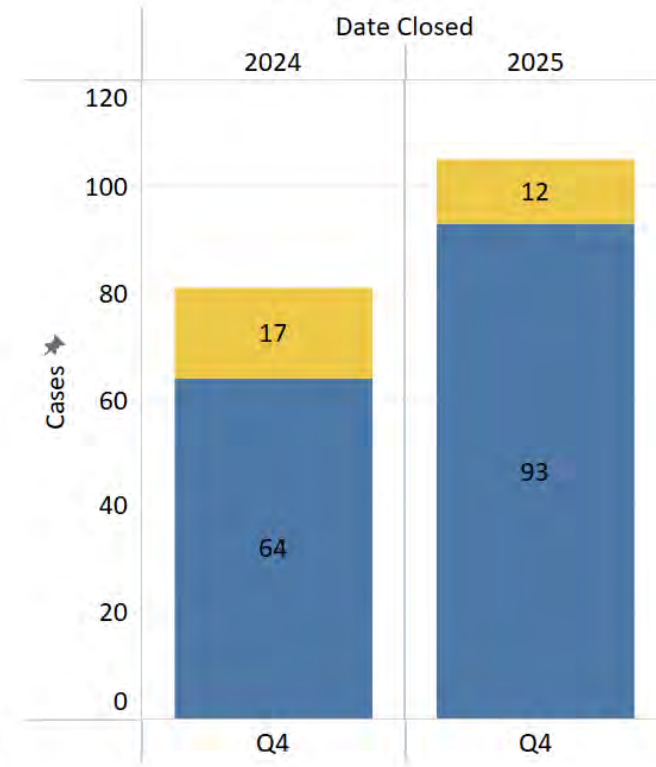
Closed Cases

		Date Closed
		Q4
2024	DPA Cases	17
	IAD Cases	64
	Total	81
2025	DPA Cases	12
	IAD Cases	93
	Total	105

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 2025

Number of Allegations

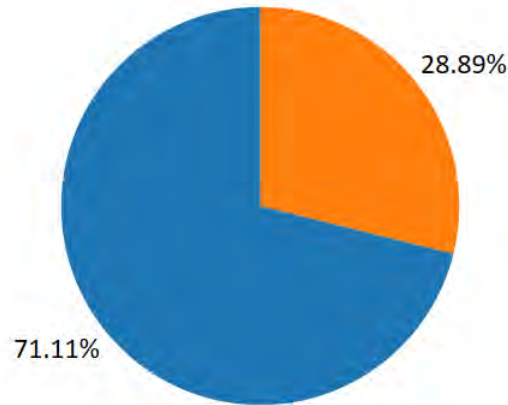
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	25	37.31%
Neglect Of Duty, General	15	22.39%
Unnecessary Force	12	17.91%
Conduct Reflecting Discredit	4	5.97%
Neglect of Duty, Lost Property	2	2.99%
Failure To Properly Investigate	2	2.99%
Weapon Discharge	1	1.49%
Neglect of Duty, Body Worn Camera	1	1.49%
Inappropriate Behavior/Comments	1	1.49%
Failure To Write An Incident Report	1	1.49%
DUI	1	1.49%
Discourtesy	1	1.49%
Administrative Investigation	1	1.49%
Total Allegations	67	100.00%

Opened Cases – Q4 2025

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	13
SWORN	32
Grand Total	45

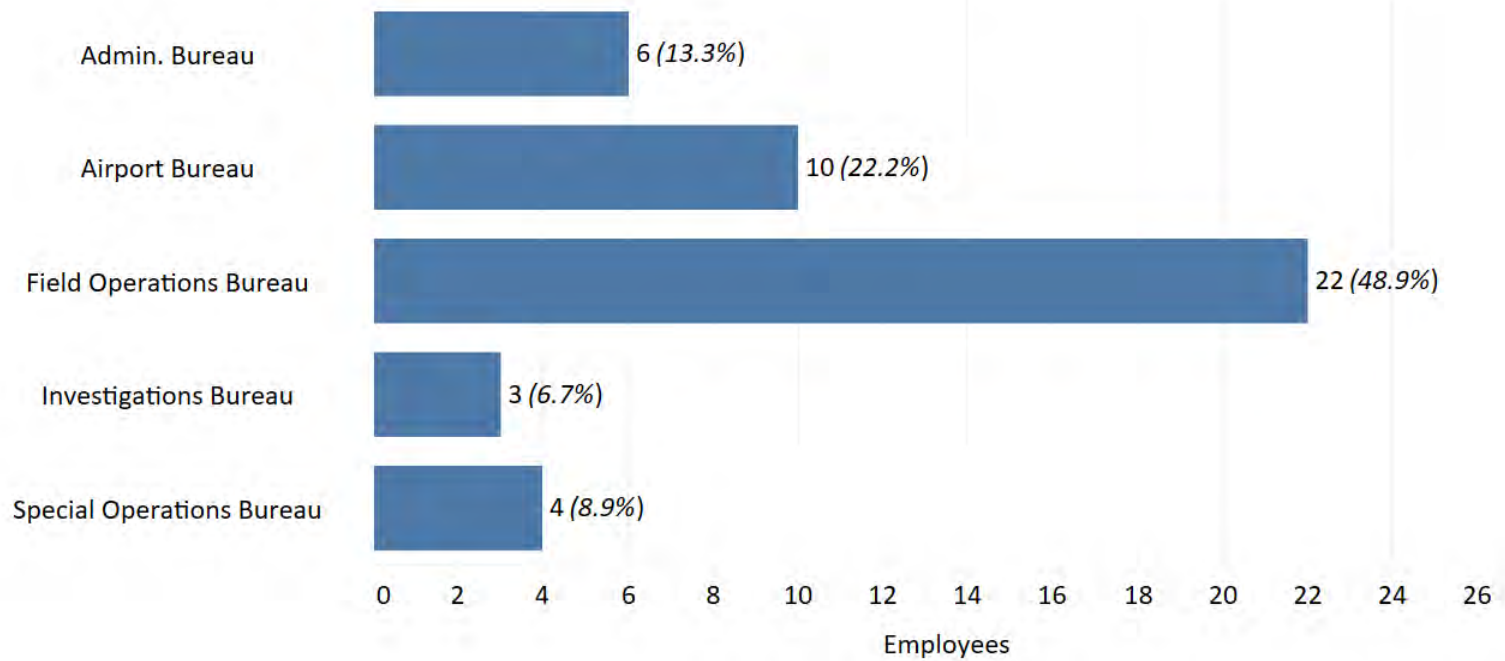
Member Status
PROFESSIONAL STAFF
SWORN



*It should be noted that employees may be involved in multiple cases, with multiple allegations, multiple findings, and multiple actions. Among the opened cases of Q4 2025, there were three incidents in which the members are unknown, and one involving SFPD in general. These are not included in the above charts or employee counts of the opened cases employee breakdowns on the following pages.

Opened Cases – Q4 2025

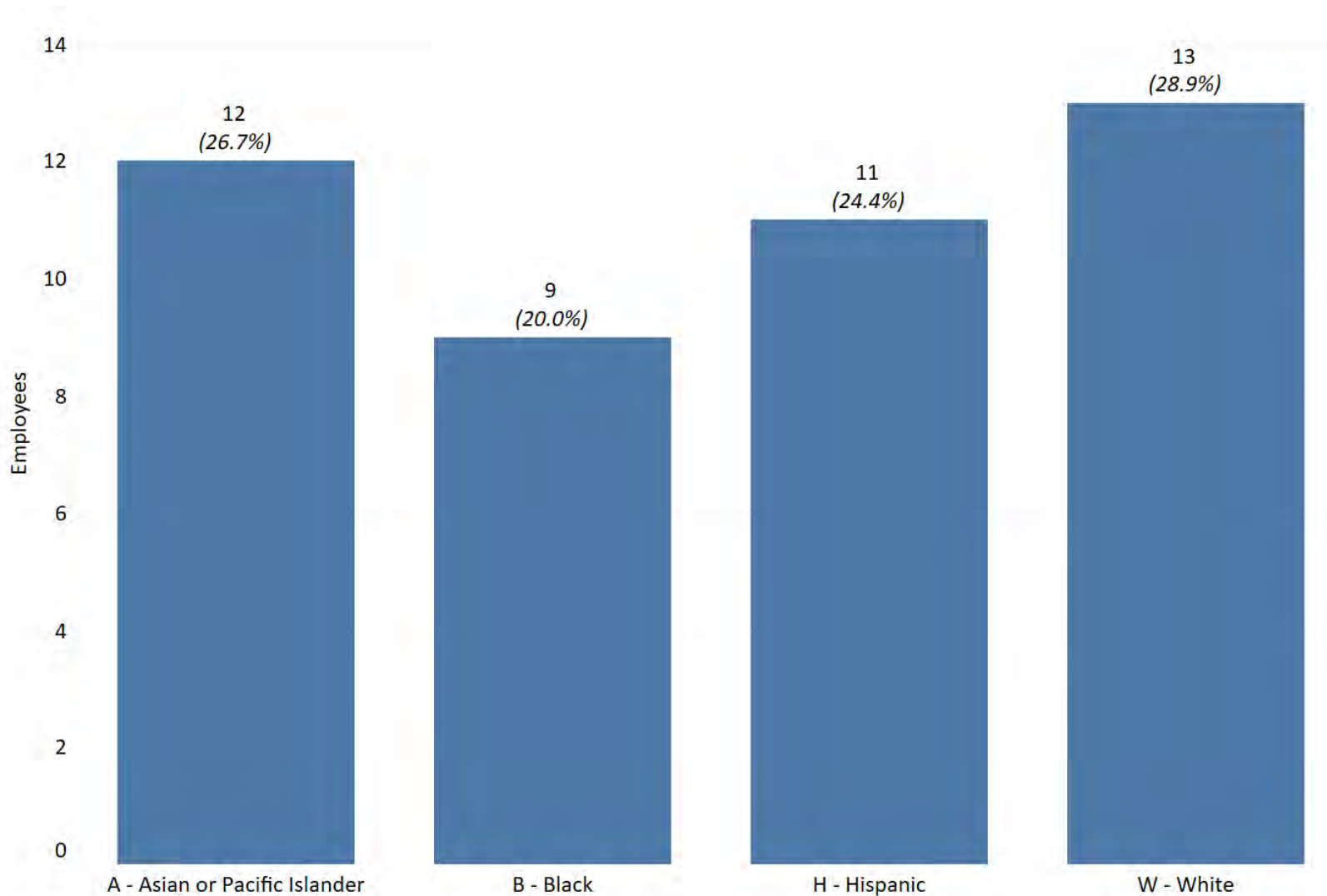
Number of Employees by Bureau



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

Opened Cases – Q4 2025

Number of Employees by Race

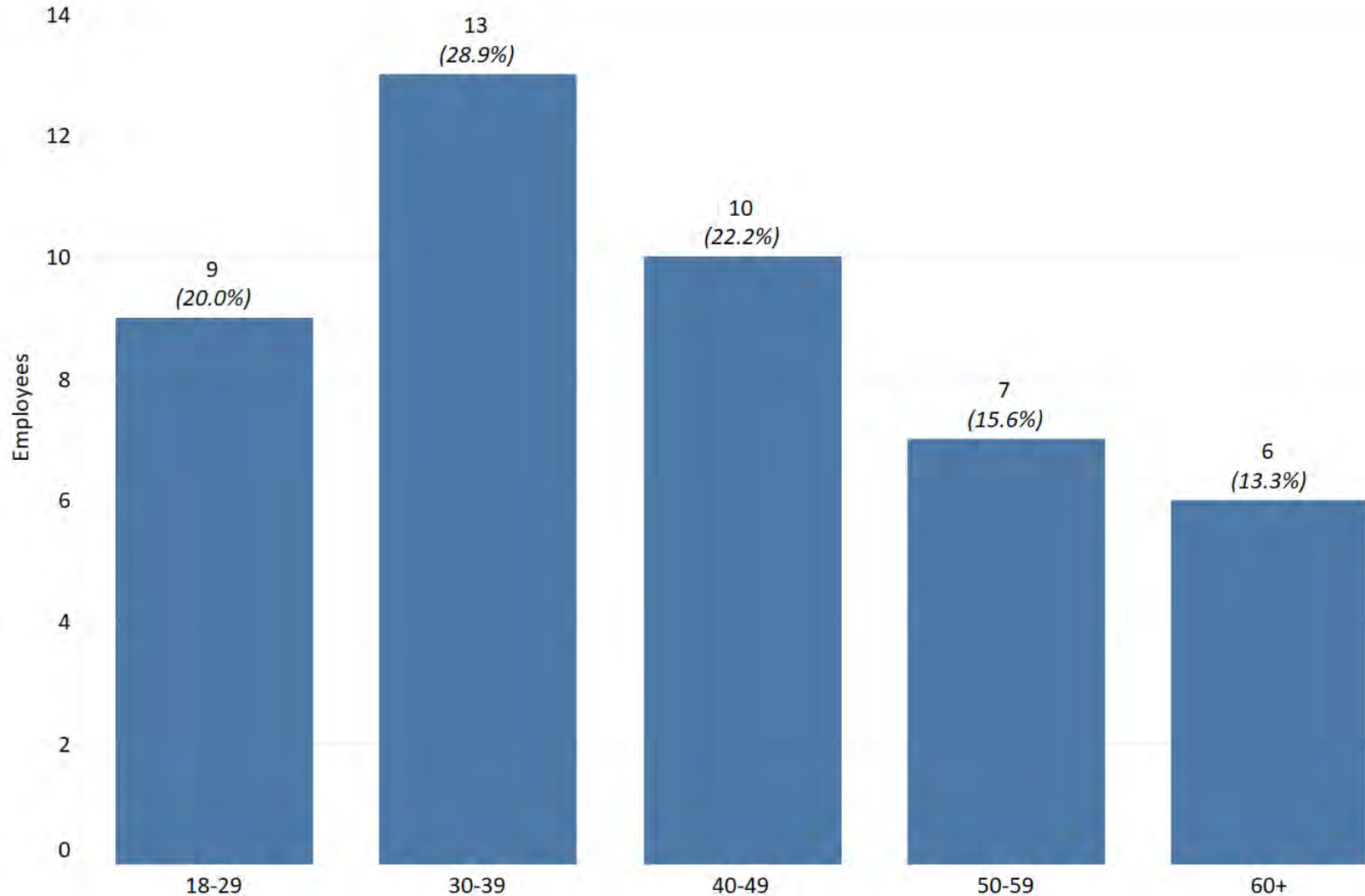


*The Other/Unknown category includes employees whose race does not fall within any other available category. There were no Other/Unknown race employees in the opened cases of Q4 2025

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

Opened Cases – Q4 2025

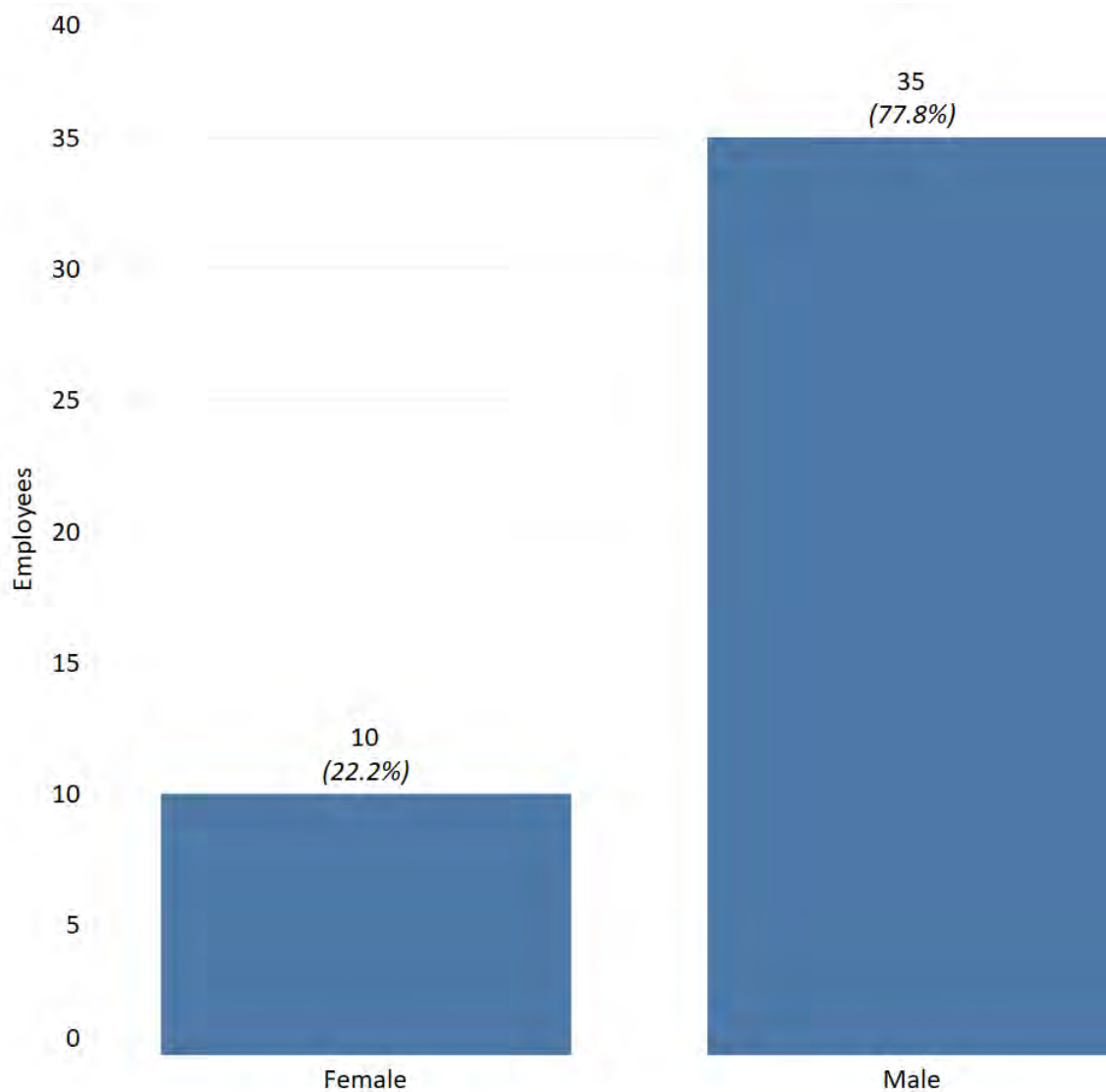
Number of Employees by Age Group



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

Opened Cases – Q4 2025

Number of Employees by Gender

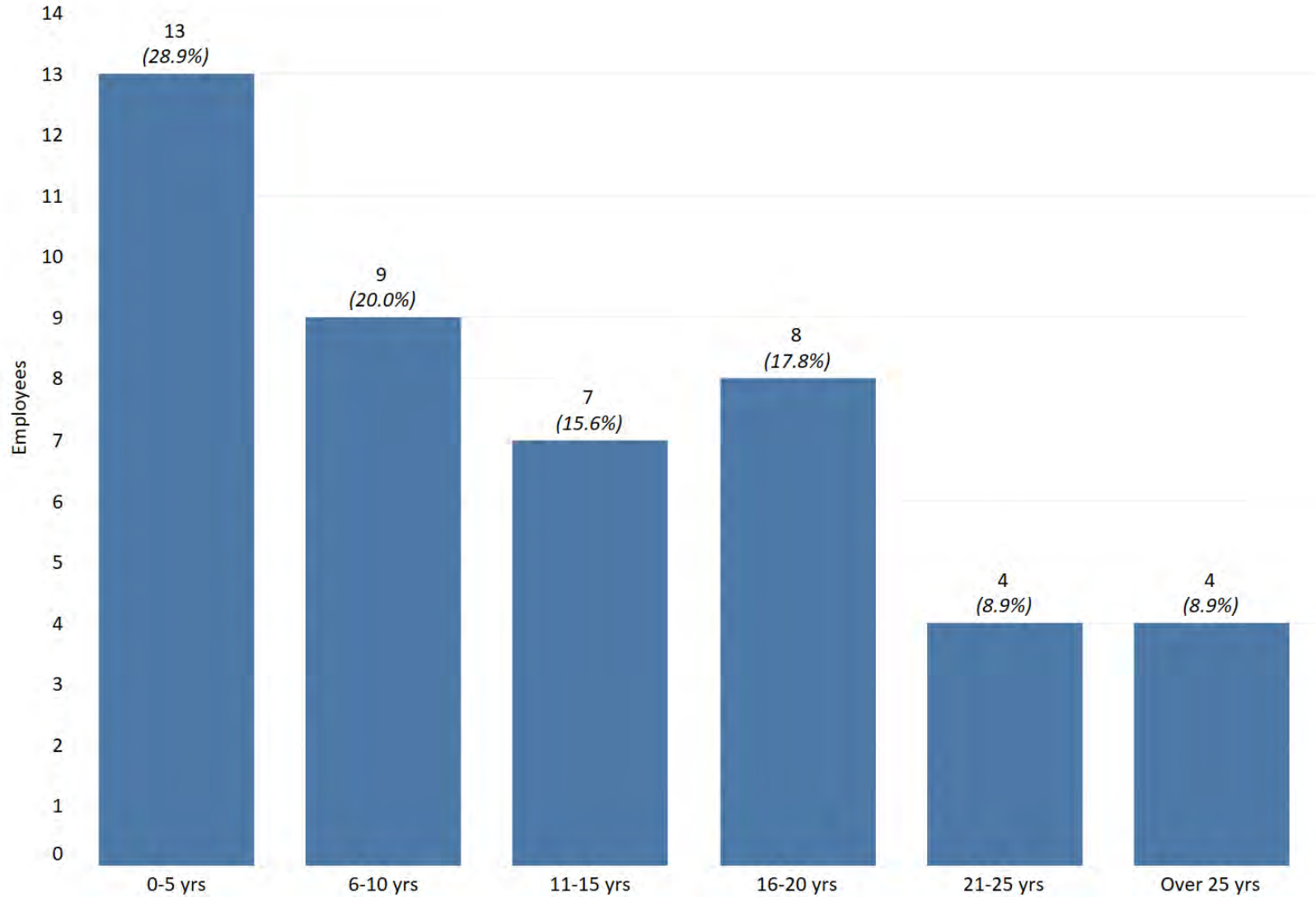


*SFPD collects data within the non-binary category; however, there were no non-binary employees in the opened cases of Q4 2025

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

Opened Cases – Q4 2025

Number of Employees by Tenure



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



CLOSED CASES - FINDINGS

*San Francisco Police Department - Internal Affairs Division -
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Closed Cases – Q4 2025

Overall Breakdown of Findings

	Number of Findings	% of Total Findings
Improper Conduct	133	54.96%
Proper Conduct	51	21.07%
Insufficient Evidence	38	15.70%
Unfounded	9	3.72%
Training Failure	5	2.07%
Policy Failure	4	1.65%
Exceptional Clearance	2	0.83%
Total Findings	242	100.00%

*Employees may have multiple allegations and findings, above table represents 119 employees

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

*In Policy and Not Sustained findings are presented within the Proper Conduct category; Not in Policy and Sustained findings are presented within the Improper Conduct category

Closed Cases – Q4 2025

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Grand Total
Improper Conduct	15 (6.20%)	3 (1.24%)		76 (31.40%)	28 (11.57%)	11 (4.55%)	133 (54.96%)
Insufficient Evidence	10 (4.13%)	6 (2.48%)		16 (6.61%)	2 (0.83%)	4 (1.65%)	38 (15.70%)
Policy Failure	1 (0.41%)			2 (0.83%)		1 (0.41%)	4 (1.65%)
Proper Conduct		2 (0.83%)	1 (0.41%)	41 (16.94%)	5 (2.07%)	2 (0.83%)	51 (21.07%)
Training Failure				5 (2.07%)			5 (2.07%)
Unfounded	1 (0.41%)	1 (0.41%)		3 (1.24%)	2 (0.83%)	2 (0.83%)	9 (3.72%)
Exceptional Clearance					1 (0.41%)	1 (0.41%)	2 (0.83%)
Grand Total	27 (11.16%)	12 (4.96%)	1 (0.41%)	143 (59.09%)	38 (15.70%)	21 (8.68%)	242 (100.00%)

*Employees may have multiple allegations and findings, above table represents 119 employees

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

Closed Cases – Q4 2025

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unkno..	Grand Total
Improper Conduct	33 (13.64%)	22 (9.09%)	25 (10.33%)	52 (21.49%)	1 (0.41%)	133 (54.96%)
Insufficient Evidence	8 (3.31%)	6 (2.48%)	9 (3.72%)	15 (6.20%)		38 (15.70%)
Policy Failure	1 (0.41%)			3 (1.24%)		4 (1.65%)
Proper Conduct	4 (1.65%)	2 (0.83%)	5 (2.07%)	40 (16.53%)		51 (21.07%)
Training Failure	3 (1.24%)		2 (0.83%)			5 (2.07%)
Unfounded	3 (1.24%)	3 (1.24%)	2 (0.83%)	1 (0.41%)		9 (3.72%)
Exceptional Clearance				2 (0.83%)		2 (0.83%)
Grand Total	52 (21.49%)	33 (13.64%)	43 (17.77%)	113 (46.69%)	1 (0.41%)	242 (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 119 employees

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

Closed Cases – Q4 2025

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Improper Conduct	19 (7.85%)	43 (17.77%)	31 (12.81%)	37 (15.29%)	3 (1.24%)	133 (54.96%)
Insufficient Evidence	2 (0.83%)	6 (2.48%)	12 (4.96%)	14 (5.79%)	4 (1.65%)	38 (15.70%)
Policy Failure		2 (0.83%)		2 (0.83%)		4 (1.65%)
Proper Conduct	14 (5.79%)	23 (9.50%)	9 (3.72%)	4 (1.65%)	1 (0.41%)	51 (21.07%)
Training Failure	1 (0.41%)	4 (1.65%)				5 (2.07%)
Unfounded		4 (1.65%)	3 (1.24%)	1 (0.41%)	1 (0.41%)	9 (3.72%)
Exceptional Clearance		1 (0.41%)	1 (0.41%)			2 (0.83%)
Grand Total	36 (14.88%)	83 (34.30%)	56 (23.14%)	58 (23.97%)	9 (3.72%)	242 (100.00%)

*Employees may have multiple allegations and findings, above table represents 119 employees

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

Closed Cases – Q4 2025

Findings by Gender

	Employee Gender		Grand Total
	Female	Male	
Improper Conduct	25 (10.33%)	108 (44.63%)	133 (54.96%)
Insufficient Evidence	15 (6.20%)	23 (9.50%)	38 (15.70%)
Policy Failure	1 (0.41%)	3 (1.24%)	4 (1.65%)
Proper Conduct	4 (1.65%)	47 (19.42%)	51 (21.07%)
Training Failure	2 (0.83%)	3 (1.24%)	5 (2.07%)
Unfounded	4 (1.65%)	5 (2.07%)	9 (3.72%)
Exceptional Clearance		2 (0.83%)	2 (0.83%)
Grand Total	51 (21.07%)	191 (78.93%)	242 (100.00%)

*SFPD collects data within the non-binary category; however, there were no non-binary employees in the closed cases of Q4 2025

*Employees may have multiple allegations and findings, above table represents 119 employees

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

Closed Cases – Q4 2025

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	
Improper Conduct	29 (11.98%)	36 (14.88%)	23 (9.50%)	14 (5.79%)	12 (4.96%)	19 (7.85%)	133 (54.96%)
Insufficient Evidence	7 (2.89%)	10 (4.13%)	3 (1.24%)	6 (2.48%)	5 (2.07%)	7 (2.89%)	38 (15.70%)
Policy Failure		1 (0.41%)	2 (0.83%)			1 (0.41%)	4 (1.65%)
Proper Conduct	15 (6.20%)	26 (10.74%)	6 (2.48%)	2 (0.83%)	1 (0.41%)	1 (0.41%)	51 (21.07%)
Training Failure	3 (1.24%)	2 (0.83%)					5 (2.07%)
Unfounded	3 (1.24%)	3 (1.24%)		1 (0.41%)		2 (0.83%)	9 (3.72%)
Exceptional Clearance			1 (0.41%)	1 (0.41%)			2 (0.83%)
Grand Total	57 (23.55%)	78 (32.23%)	35 (14.46%)	24 (9.92%)	18 (7.44%)	30 (12.40%)	242 (100.00%)

*Employees may have multiple allegations and findings, above table represents 119 employees

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

Closed Cases – Q4 2025

Findings by Member Status

	Member Status		Grand Total
	PROFESSIONAL STAFF	SWORN	
Improper Conduct	2 (0.83%)	131 (54.13%)	133 (54.96%)
Insufficient Evidence	13 (5.37%)	25 (10.33%)	38 (15.70%)
Policy Failure		4 (1.65%)	4 (1.65%)
Proper Conduct	5 (2.07%)	46 (19.01%)	51 (21.07%)
Training Failure		5 (2.07%)	5 (2.07%)
Unfounded	4 (1.65%)	5 (2.07%)	9 (3.72%)
Exceptional Clearance		2 (0.83%)	2 (0.83%)
Grand Total	24 (9.92%)	218 (90.08%)	242 (100.00%)

*Employees may have multiple allegations and findings, above table represents 119 employees

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

A decorative graphic consisting of several overlapping, semi-transparent rings in shades of blue and green, forming a large, irregular circular shape that frames the central text.

CLOSED CASES - ACTIONS

*San Francisco Police Department - Internal Affairs Division -
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Closed Cases – Q4 2025

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	31	22.14%
	Performance Improvement Plan	3	2.14%
	Resignation	1	0.71%
	Retirement	4	2.86%
	Retraining	63	45.00%
	Total	102	72.86%
Disciplinary Action	Written Reprimand/ Written Warning	12	8.57%
	Suspension Held in Abeyance	11	7.86%
	Suspension (10 or less days)	11	7.86%
	Suspension (11 or more days)	2	1.43%
	Termination held in Abeyance	1	0.71%
	Termination	1	0.71%
	Total	38	27.14%
Grand Total		140	100.00%

*Employees may receive multiple actions, above table represents 68 employees

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

*There was one case closed in Q4 2025 which had an expired 3304 GC date. This case had an Improper Conduct finding for Conduct Unbecoming, and Inappropriate Behavior/Comments (MCD-2023-0181).

Closed Cases – Q4 2025

Actions by Bureau

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Grand Total
Non-Disciplinary Action	Admonishment			28 20.00%	2 1.43%	1 0.71%	31 22.14%
	Performance Improvement Plan			2 1.43%	1 0.71%		3 2.14%
	Resignation			1 0.71%			1 0.71%
	Retirement			1 0.71%	2 1.43%	1 0.71%	4 2.86%
	Retraining	3 2.14%		54 38.57%	4 2.86%	2 1.43%	63 45.00%
	Total	3 2.14%		86 61.43%	9 6.43%	4 2.86%	102 72.86%
	Disciplinary Action	Written Reprimand/ Written Warning	1 0.71%		10 7.14%	1 0.71%	
Suspension Held in Abeyance				9 6.43%	1 0.71%	1 0.71%	11 7.86%
Suspension (10 or less days)		1 0.71%		9 6.43%	1 0.71%		11 7.86%
Suspension (11 or more days)		1 0.71%				1 0.71%	2 1.43%
Termination held in Abeyance						1 0.71%	1 0.71%
Termination			1 0.71%				1 0.71%
Total		3 2.14%	1 0.71%	28 20.00%	3 2.14%	3 2.14%	38 27.14%
Grand Total		6 4.29%	1 0.71%	114 81.43%	12 8.57%	7 5.00%	140 100.00%

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

Closed Cases – Q4 2025

Actions by Race

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown	Grand Total
Non-Disciplinary Action	Admonishment	7 5.00%	6 4.29%	8 5.71%	10 7.14%		31 22.14%
	Performance Improvement Plan		1 0.71%	1 0.71%	1 0.71%		3 2.14%
	Resignation		1 0.71%				1 0.71%
	Retirement	1 0.71%		1 0.71%	2 1.43%		4 2.86%
	Retraining	12 8.57%	11 7.86%	12 8.57%	27 19.29%	1 0.71%	63 45.00%
	Total	20 14.29%	19 13.57%	22 15.71%	40 28.57%	1 0.71%	102 72.86%
	Disciplinary Action	Written Reprimand/ Written Warning	2 1.43%	2 1.43%		8 5.71%	
	Suspension Held in Abeyance	2 1.43%	2 1.43%	2 1.43%	4 2.86%	1 0.71%	11 7.86%
	Suspension (10 or less days)		2 1.43%	3 2.14%	6 4.29%		11 7.86%
	Suspension (11 or more days)	1 0.71%		1 0.71%			2 1.43%
	Termination held in Abeyance			1 0.71%			1 0.71%
	Termination	1 0.71%					1 0.71%
	Total	6 4.29%	6 4.29%	7 5.00%	18 12.86%	1 0.71%	38 27.14%
Grand Total		26 18.57%	25 17.86%	29 20.71%	58 41.43%	2 1.43%	140 100.00%

*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 2025

Actions by Age Group

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	Admonishment	6 4.29%	14 10.00%	9 6.43%	2 1.43%		31 22.14%
	Performance Improvement Plan	2 1.43%		1 0.71%			3 2.14%
	Resignation		1 0.71%				1 0.71%
	Retirement				4 2.86%		4 2.86%
	Retraining	13 9.29%	26 18.57%	17 12.14%	7 5.00%		63 45.00%
	Total		21 15.00%	41 29.29%	27 19.29%	13 9.29%	
Disciplinary Action	Termination held in Abeyance			1 0.71%			1 0.71%
	Written Reprimand/ Written Warning	3 2.14%	2 1.43%	5 3.57%	2 1.43%		12 8.57%
	Suspension Held in Abeyance	2 1.43%	6 4.29%	3 2.14%			11 7.86%
	Suspension (10 or less days)	3 2.14%	5 3.57%	1 0.71%	2 1.43%		11 7.86%
	Suspension (11 or more days)		1 0.71%	1 0.71%			2 1.43%
	Termination					1 0.71%	1 0.71%
	Total		8 5.71%	14 10.00%	11 7.86%	4 2.86%	1 0.71%
Grand Total		29 20.71%	55 39.29%	38 27.14%	17 12.14%	1 0.71%	140 100.00%

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

Closed Cases – Q4 2025

Actions by Gender

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	10 7.14%	21 15.00%	31 22.14%
	Performance Improvement Plan		3 2.14%	3 2.14%
	Resignation		1 0.71%	1 0.71%
	Retirement		4 2.86%	4 2.86%
	Retraining	13 9.29%	50 35.71%	63 45.00%
	Total	23 16.43%	79 56.43%	102 72.86%
	Disciplinary Action	Written Reprimand/ Written Warning	1 0.71%	11 7.86%
Suspension Held in Abeyance		1 0.71%	10 7.14%	11 7.86%
Suspension (10 or less days)		1 0.71%	10 7.14%	11 7.86%
Suspension (11 or more days)		1 0.71%	1 0.71%	2 1.43%
Termination held in Abeyance		1 0.71%		1 0.71%
Termination			1 0.71%	1 0.71%
Total		5 3.57%	33 23.57%	38 27.14%
Grand Total		28 20.00%	112 80.00%	140 100.00%

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

Closed Cases – Q4 2025

Actions by Tenure

Action Type	Action and Suspension Days	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Non-Disciplinary Action	Admonishment	9 6.43%	13 9.29%	6 4.29%	2 1.43%	1 0.71%		31 22.14%
	Performance Improvement Plan	1 0.71%	1 0.71%	1 0.71%				3 2.14%
	Resignation		1 0.71%					1 0.71%
	Retirement				1 0.71%		3 2.14%	4 2.86%
	Retraining	19 13.57%	22 15.71%	14 10.00%	4 2.86%	2 1.43%	2 1.43%	63 45.00%
	Total	29 20.71%	37 26.43%	21 15.00%	7 5.00%	3 2.14%	5 3.57%	102 72.86%
Disciplinary Action	Written Reprimand/ Written Warning	5 3.57%		5 3.57%	1 0.71%	1 0.71%		12 8.57%
	Suspension Held in Abeyance	3 2.14%	5 3.57%	2 1.43%			1 0.71%	11 7.86%
	Suspension (10 or less days)	2 1.43%	5 3.57%	3 2.14%	1 0.71%			11 7.86%
	Suspension (11 or more days)	1 0.71%				1 0.71%		2 1.43%
	Termination held in Abeyance					1 0.71%		1 0.71%
	Termination				1 0.71%			1 0.71%
Total	11 7.86%	10 7.14%	10 7.14%	3 2.14%	3 2.14%	1 0.71%	38 27.14%	
Grand Total	40 28.57%	47 33.57%	31 22.14%	10 7.14%	6 4.29%	6 4.29%	140 100.00%	

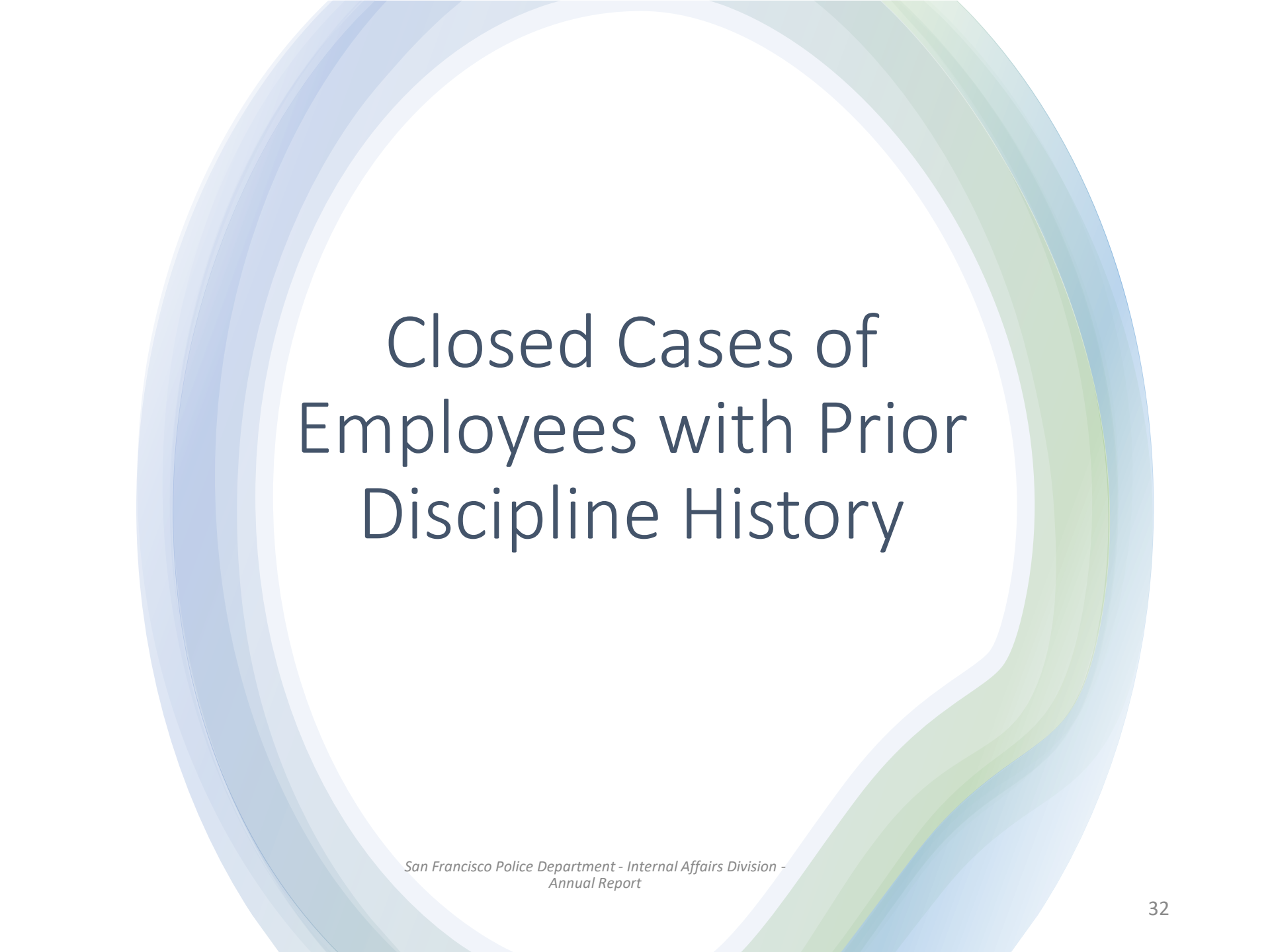
*Table includes actions for those employees with findings of Improper Conduct

Closed Cases – Q4 2025

Actions by Member Status

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	Admonishment	1 0.71%	30 21.43%	31 22.14%
	Performance Improvement Plan		3 2.14%	3 2.14%
	Resignation		1 0.71%	1 0.71%
	Retirement		4 2.86%	4 2.86%
	Retraining	2 1.43%	61 43.57%	63 45.00%
	Total	3 2.14%	99 70.71%	102 72.86%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.71%	11 7.86%	12 8.57%
	Suspension Held in Abeyance		11 7.86%	11 7.86%
	Suspension (10 or less days)		11 7.86%	11 7.86%
	Suspension (11 or more days)		2 1.43%	2 1.43%
	Termination held in Abeyance		1 0.71%	1 0.71%
	Termination		1 0.71%	1 0.71%
	Total	1 0.71%	37 26.43%	38 27.14%
Grand Total		4 2.86%	136 97.14%	140 100.00%

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



Closed Cases of Employees with Prior Discipline History

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

Closed Cases – Q4 2025

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

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	13	18.06%
	Performance Improvement Plan	2	2.78%
	Retirement	1	1.39%
	Retraining	33	45.83%
Total		49	68.06%
Disciplinary Action	Written Reprimand/ Written Warning	7	9.72%
	Suspension Held in Abeyance	8	11.11%
	Suspension (10 or less days)	5	6.94%
	Suspension (11 or more days)	2	2.78%
	Termination held in Abeyance	1	1.39%
	Total	23	31.94%
Grand Total		72	100.00%

*Employees may receive multiple actions – above table represents 33 employees

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

Closed Cases – Q4 2025

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

Action Type	Action and Suspension Days	Admin. Bureau	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Grand Total
Non-Disciplinary Action	Admonishment		12 16.67%	1 1.39%		13 18.06%
	Performance Improvement Plan		2 2.78%			2 2.78%
	Retirement			1 1.39%		1 1.39%
	Retraining	1 1.39%	30 41.67%	1 1.39%	1 1.39%	33 45.83%
	Total	1 1.39%	44 61.11%	3 4.17%	1 1.39%	49 68.06%
Disciplinary Action	Written Reprimand/ Written Warning		7 9.72%			7 9.72%
	Suspension Held in Abeyance		7 9.72%		1 1.39%	8 11.11%
	Suspension (10 or less days)		5 6.94%			5 6.94%
	Suspension (11 or more days)	1 1.39%			1 1.39%	2 2.78%
	Termination held in Abeyance				1 1.39%	1 1.39%
	Total	1 1.39%	19 26.39%		3 4.17%	23 31.94%
Grand Total		2 2.78%	63 87.50%	3 4.17%	4 5.56%	72 100.00%

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

Closed Cases – Q4 2025

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

Action Type	Action and Suspension Days	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/ Unknown	Grand Total
Non-Disciplinary Action	Admonishment	1 1.39%	4 5.56%	4 5.56%	4 5.56%		13 18.06%
	Performance Improvement Plan		1 1.39%	1 1.39%			2 2.78%
	Retirement	1 1.39%					1 1.39%
	Retraining	5 6.94%	8 11.11%	7 9.72%	12 16.67%	1 1.39%	33 45.83%
	Total	7 9.72%	13 18.06%	12 16.67%	16 22.22%	1 1.39%	49 68.06%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.39%	2 2.78%		4 5.56%		7 9.72%
	Suspension Held in Abeyance	2 2.78%	1 1.39%	2 2.78%	2 2.78%	1 1.39%	8 11.11%
	Suspension (10 or less days)		1 1.39%	2 2.78%	2 2.78%		5 6.94%
	Suspension (11 or more days)	1 1.39%		1 1.39%			2 2.78%
	Termination held in Abeyance			1 1.39%			1 1.39%
Total	4 5.56%	4 5.56%	6 8.33%	8 11.11%	1 1.39%	23 31.94%	
Grand Total	11 15.28%	17 23.61%	18 25.00%	24 33.33%	2 2.78%	72 100.00%	

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

Closed Cases – Q4 2025

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	Admonishment	2 2.78%	7 9.72%	3 4.17%	1 1.39%	13 18.06%
	Performance Improvement Plan	2 2.78%				2 2.78%
	Retirement				1 1.39%	1 1.39%
	Retraining	6 8.33%	15 20.83%	10 13.89%	2 2.78%	33 45.83%
	Total	10 13.89%	22 30.56%	13 18.06%	4 5.56%	49 68.06%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.39%	1 1.39%	4 5.56%	1 1.39%	7 9.72%
	Suspension Held in Abeyance	1 1.39%	4 5.56%	3 4.17%		8 11.11%
	Suspension (10 or less days)	2 2.78%	2 2.78%	1 1.39%		5 6.94%
	Suspension (11 or more days)		1 1.39%	1 1.39%		2 2.78%
	Termination held in Abeyance			1 1.39%		1 1.39%
	Total	4 5.56%	8 11.11%	10 13.89%	1 1.39%	23 31.94%
Grand Total	14 19.44%	30 41.67%	23 31.94%	5 6.94%	72 100.00%	

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

Closed Cases – Q4 2025

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

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	Admonishment	4 5.56%	9 12.50%	13 18.06%
	Performance Improvement Plan		2 2.78%	2 2.78%
	Retirement		1 1.39%	1 1.39%
	Retraining	7 9.72%	26 36.11%	33 45.83%
	Total	11 15.28%	38 52.78%	49 68.06%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.39%	6 8.33%	7 9.72%
	Suspension Held in Abeyance	1 1.39%	7 9.72%	8 11.11%
	Suspension (10 or less days)	1 1.39%	4 5.56%	5 6.94%
	Suspension (11 or more days)	1 1.39%	1 1.39%	2 2.78%
	Termination held in Abeyance	1 1.39%		1 1.39%
	Total	5 6.94%	18 25.00%	23 31.94%
Grand Total		16 22.22%	56 77.78%	72 100.00%

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

Closed Cases – Q4 2025

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

Action Type	Action and Suspension Days	Tenure at Incident					Grand Total	
		0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs		Over 25 yrs
Non-Disciplinary Action	Admonishment	2 2.78%	9 12.50%	2 2.78%				13 18.06%
	Performance Improvement Plan	1 1.39%	1 1.39%					2 2.78%
	Retirement						1 1.39%	1 1.39%
	Retraining	8 11.11%	16 22.22%	6 8.33%	1 1.39%	1 1.39%	1 1.39%	33 45.83%
	Total	11 15.28%	26 36.11%	8 11.11%	1 1.39%	1 1.39%	2 2.78%	49 68.06%
Disciplinary Action	Written Reprimand/ Written Warning	2 2.78%		3 4.17%	1 1.39%	1 1.39%		7 9.72%
	Suspension Held in Abeyance	2 2.78%	4 5.56%	1 1.39%			1 1.39%	8 11.11%
	Suspension (10 or less days)	1 1.39%	3 4.17%	1 1.39%				5 6.94%
	Suspension (11 or more days)	1 1.39%				1 1.39%		2 2.78%
	Termination held in Abeyance					1 1.39%		1 1.39%
	Total	6 8.33%	7 9.72%	5 6.94%	1 1.39%	3 4.17%	1 1.39%	23 31.94%
Grand Total	17 23.61%	33 45.83%	13 18.06%	2 2.78%	4 5.56%	3 4.17%	72 100.00%	

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

Closed Cases – Q4 2025

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

Action Type	Action and Suspension Days	SWORN	Grand Total
Non-Disciplinary Action	Admonishment	13 18.06%	13 18.06%
	Performance Improvement Plan	2 2.78%	2 2.78%
	Retirement	1 1.39%	1 1.39%
	Retraining	33 45.83%	33 45.83%
	Total	49 68.06%	49 68.06%
Disciplinary Action	Written Reprimand/ Written Warning	7 9.72%	7 9.72%
	Suspension Held in Abeyance	8 11.11%	8 11.11%
	Suspension (10 or less days)	5 6.94%	5 6.94%
	Suspension (11 or more days)	2 2.78%	2 2.78%
	Termination held in Abeyance	1 1.39%	1 1.39%
	Total	23 31.94%	23 31.94%
Grand Total		72 100.00%	72 100.00%

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

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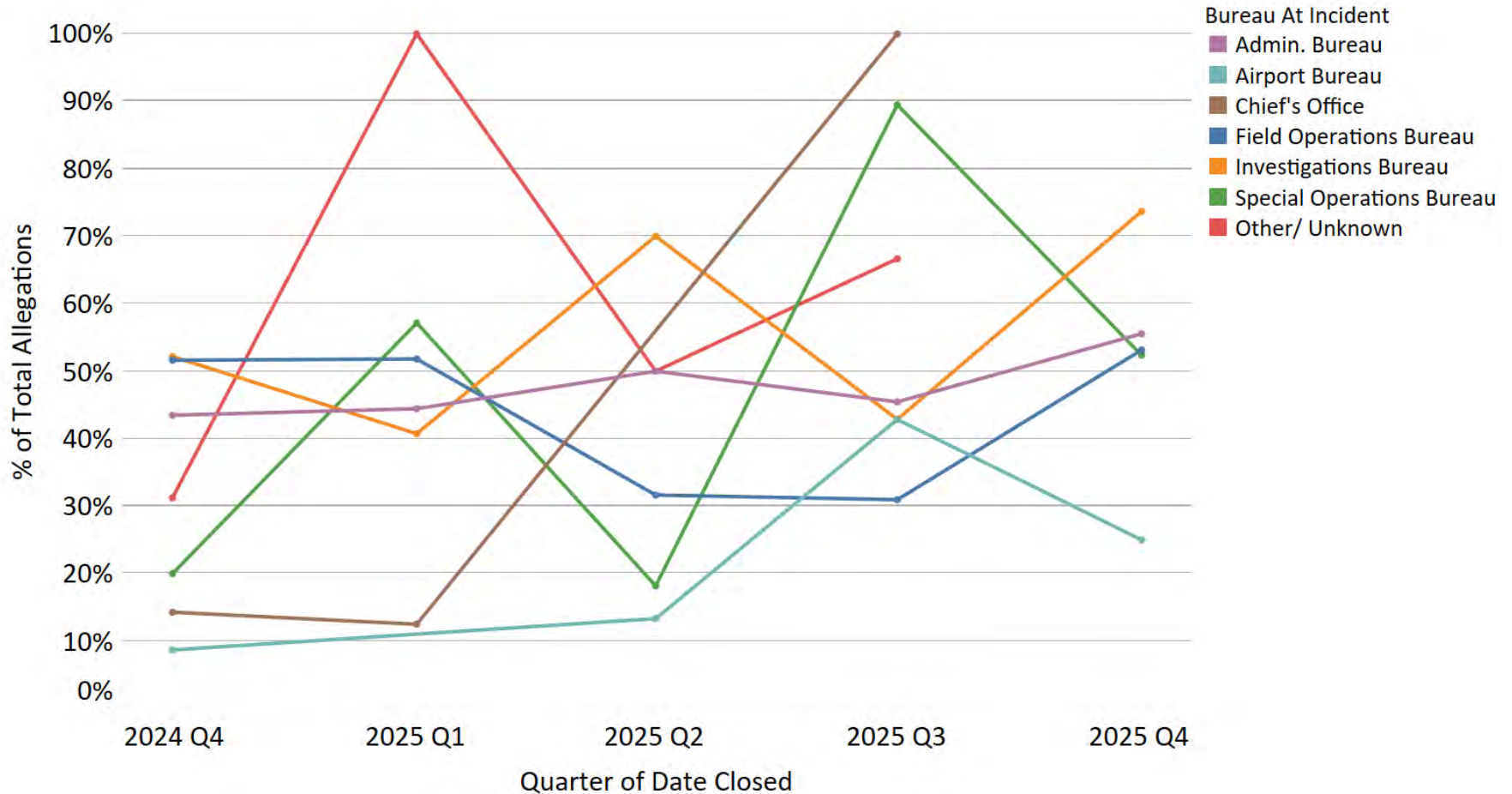
Trends

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

Percentage of Sustained and Not Sustained Allegations by Bureau

			Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/ Unknown
2024	Q4	Not Sustained	13 56.52%	21 91.30%	12 85.71%	89 48.37%	11 47.83%	4 80.00%	11 68.75%
		Sustained	10 43.48%	2 8.70%	2 14.29%	95 51.63%	12 52.17%	1 20.00%	5 31.25%
2025	Q4	Not Sustained	12 44.44%	9 75.00%	1 100.00%	67 46.85%	10 26.32%	10 47.62%	
		Sustained	15 55.56%	3 25.00%		76 53.15%	28 73.68%	11 52.38%	

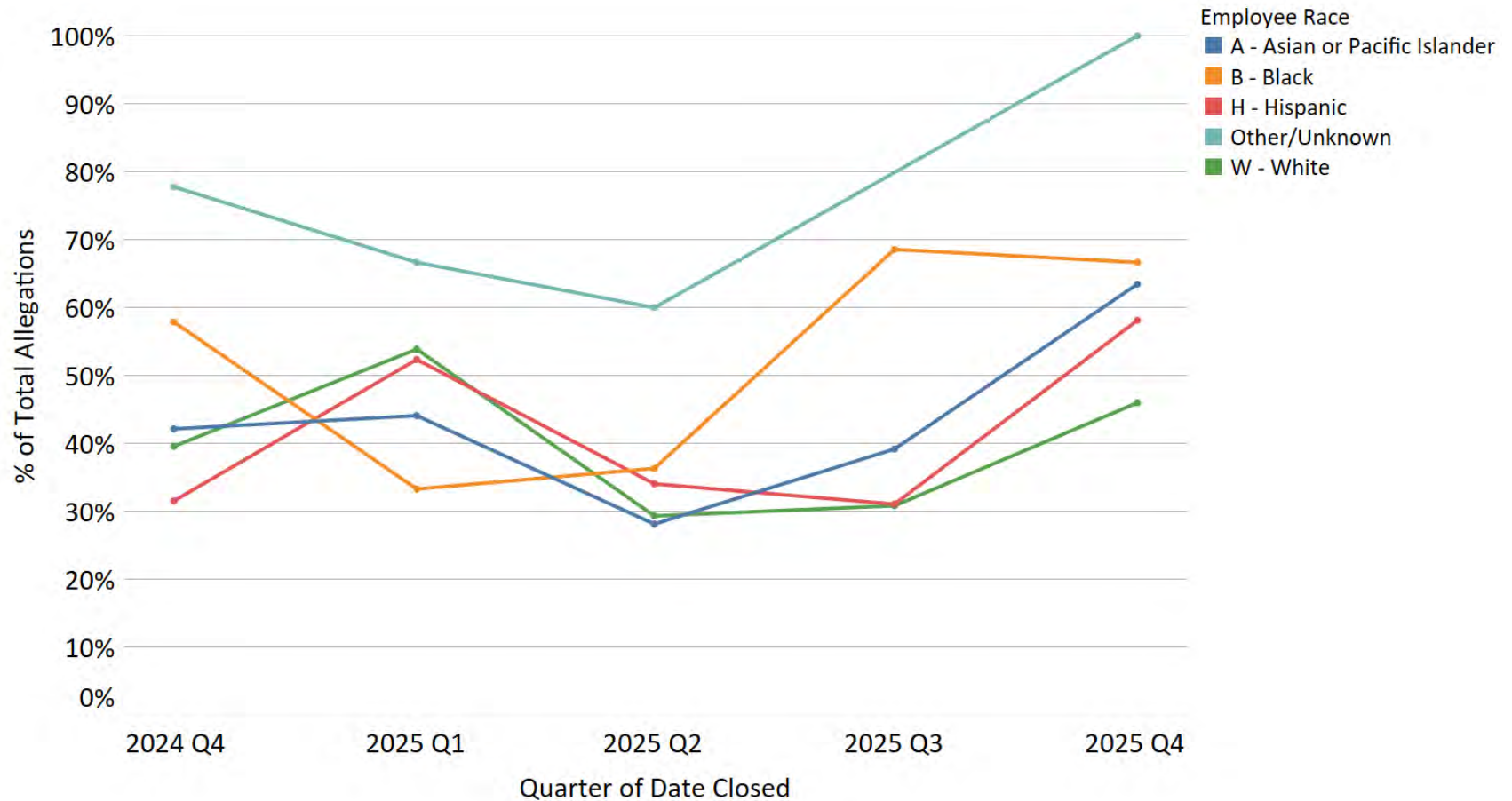
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

			A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown
2024	Q4	Not Sustained	48 57.83%	24 42.11%	26 68.42%	61 60.40%	2 22.22%
		Sustained	35 42.17%	33 57.89%	12 31.58%	40 39.60%	7 77.78%
2025	Q4	Not Sustained	19 36.54%	11 33.33%	18 41.86%	61 53.98%	
		Sustained	33 63.46%	22 66.67%	25 58.14%	52 46.02%	1 100.00%

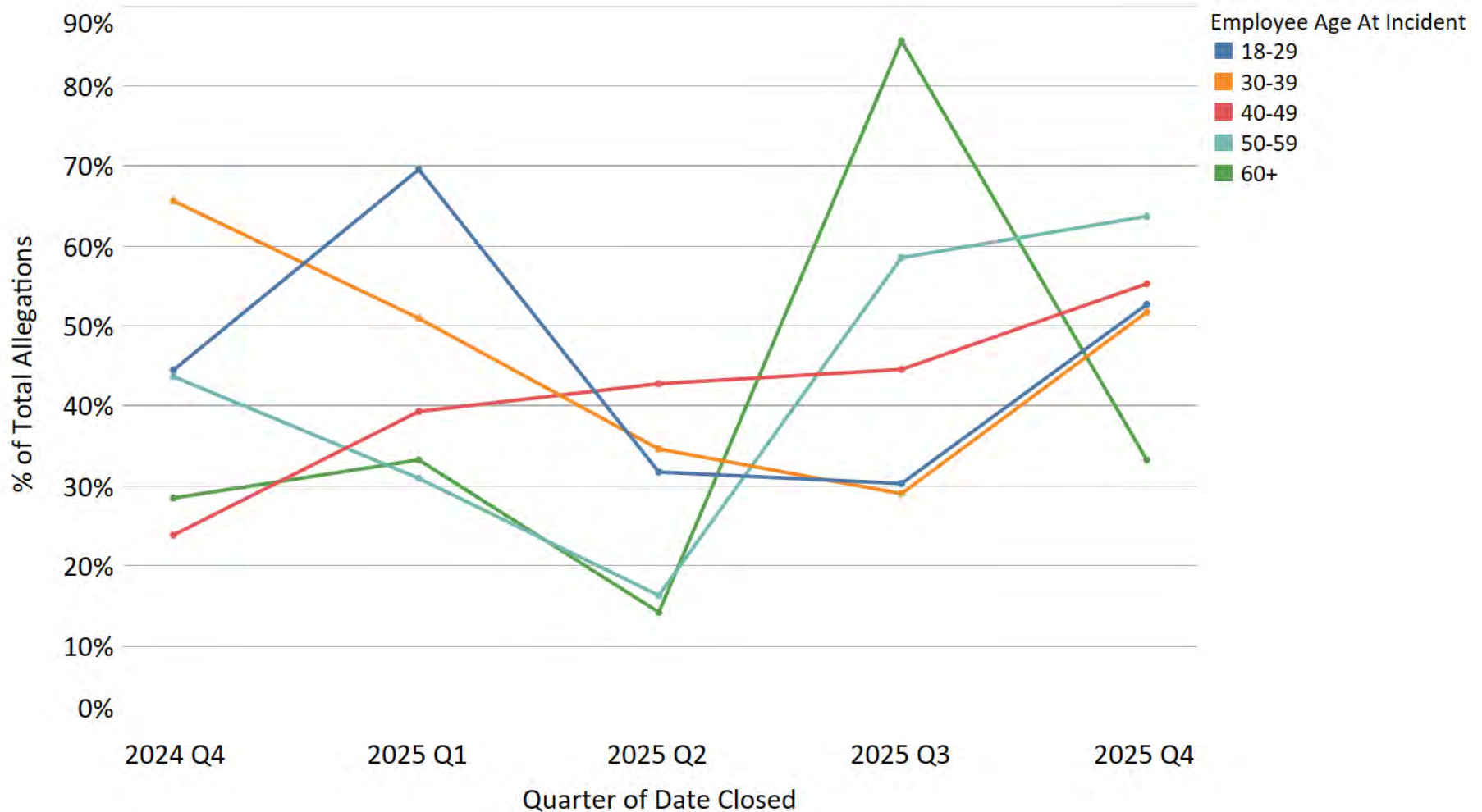
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident				
			18-29	30-39	40-49	50-59	60+
2024	Q4	Not Sustained	51	24	54	27	5
			55.43%	34.29%	76.06%	56.25%	71.43%
		Sustained	41	46	17	21	2
			44.57%	65.71%	23.94%	43.75%	28.57%
2025	Q4	Not Sustained	17	40	25	21	6
			47.22%	48.19%	44.64%	36.21%	66.67%
		Sustained	19	43	31	37	3
			52.78%	51.81%	55.36%	63.79%	33.33%

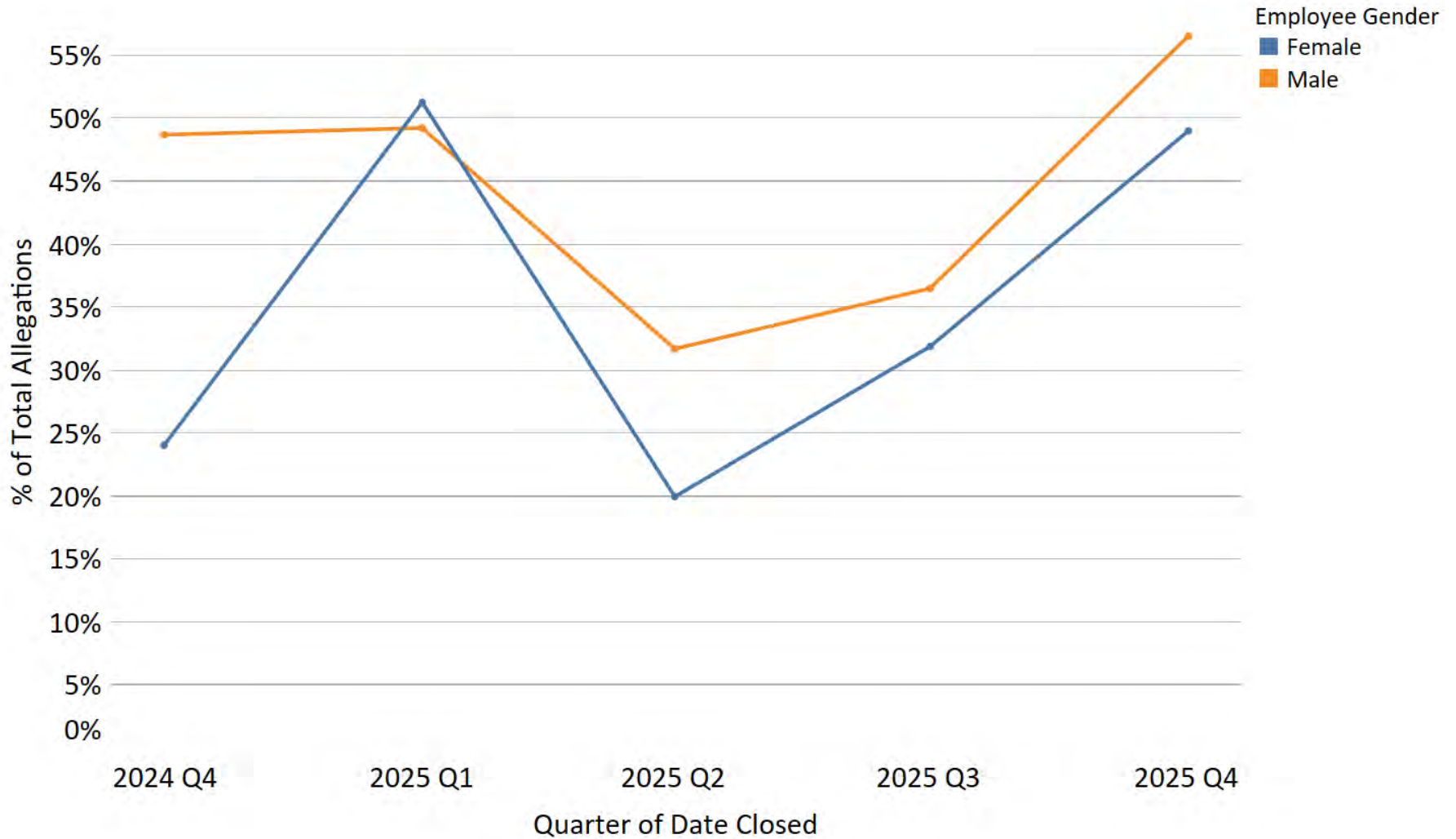
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

			Employee Gender	
			Female	Male
2024	Q4	Not Sustained	41 75.93%	120 51.28%
		Sustained	13 24.07%	114 48.72%
2025	Q4	Not Sustained	26 50.98%	83 43.46%
		Sustained	25 49.02%	108 56.54%

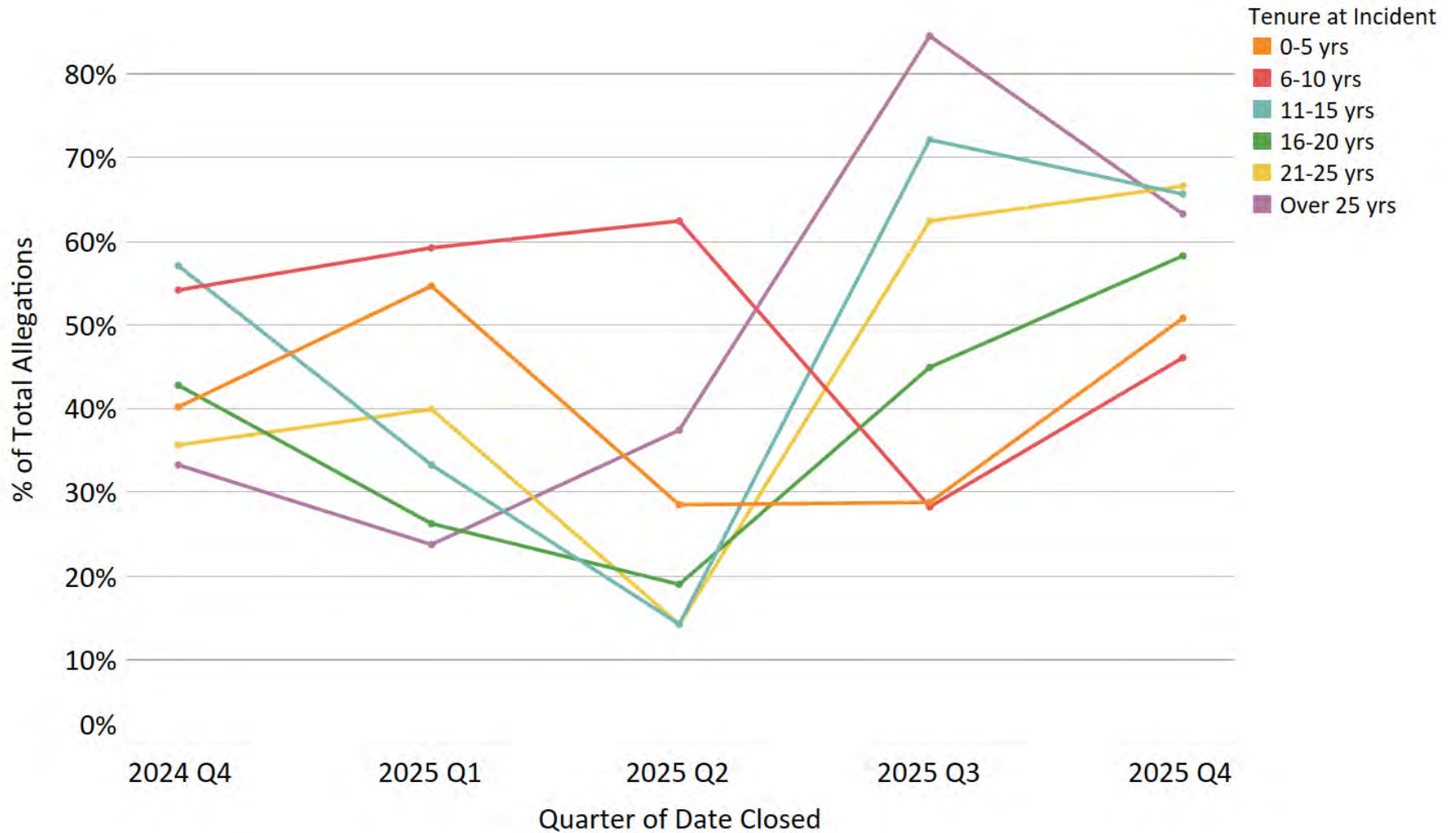
Percentage of Sustained Allegations by Gender



Percentage of Sustained and Not 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
2024	Q4	Not Sustained	92 59.74%	27 45.76%	12 42.86%	4 57.14%	18 64.29%	8 66.67%
		Sustained	62 40.26%	32 54.24%	16 57.14%	3 42.86%	10 35.71%	4 33.33%
2025	Q4	Not Sustained	28 49.12%	42 53.85%	12 34.29%	10 41.67%	6 33.33%	11 36.67%
		Sustained	29 50.88%	36 46.15%	23 65.71%	14 58.33%	12 66.67%	19 63.33%

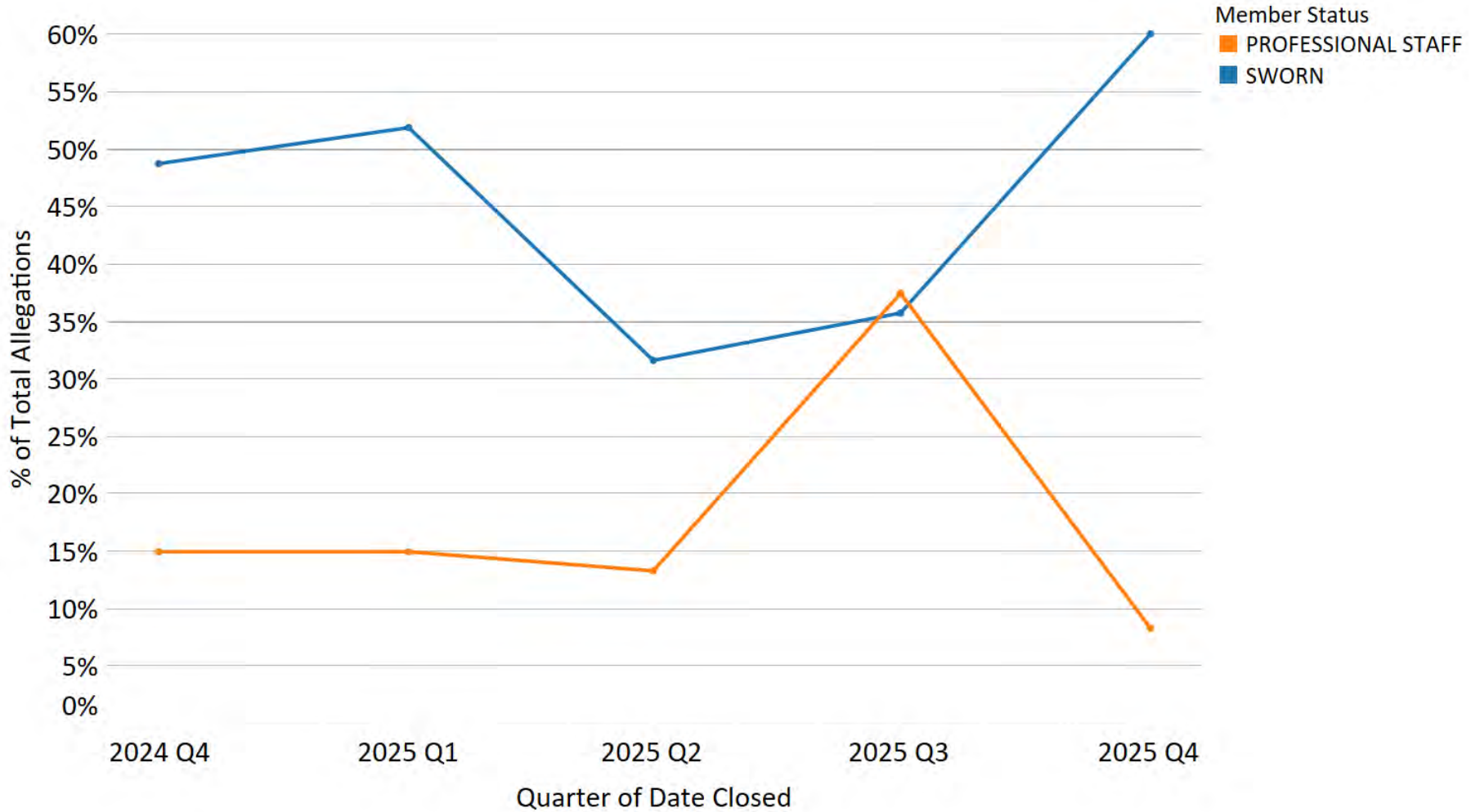
Percentage of Sustained Allegations by Tenure



Percentage of Sustained and Not Sustained Allegations by Member Status

			Member Status	
			PROFESSIONAL	
			STAFF	SWORN
2024	Q4	Not Sustained	34 85.00%	127 51.21%
		Sustained	6 15.00%	121 48.79%
2025	Q4	Not Sustained	22 91.67%	87 39.91%
		Sustained	2 8.33%	131 60.09%

Percentage of Sustained Allegations by Member Status





Opened Cases Complaint Summaries

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

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0164	Neglect of Duty (Lost Property)	Was negligent in the handling of a Department-issued key card, resulting in its loss, in violation of DGO 2.01.03, Rule 23 & DGO 10.02.01.A.1.
MCD-2025-0173	Conduct Unbecoming	Made announcements on a PA system for vehicles to leave a no parking zone using excessive volume. Began writing a parking citation without listening to the complainant's justifications. The complainant described conduct as "rude" and "being a bully." These alleged actions are possible violations of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0174	Failure To Properly Investigate	Failed to properly investigate an incident that occurred, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.
MCD-2025-0175	Failure to Properly Investigate	Failed to properly investigate and follow up with the victim regarding an incident that occurred, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty.
MCD-2025-0176	Conduct Unbecoming	Shouted and used profane language toward another employee during a formal work meeting, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2025-0177	Neglect Of Duty (x3)	Failed to promptly report member misconduct, in violation of DGO 2.01, Rule 5 (eff. 07/20/1994) Performing Duties. Failed to report the disrespectful behavior of a subordinate, in violation of DGO 2.01, Rule 13 (eff. 07/20/1994) Respectfulness. Failed to conduct an administrative investigation of misconduct alleged in an IAD Case, in violation of DGO 1.06.A.4.a(2) (eff. 08/24/1994) Duties of Superior Officers to Conduct an Administrative Investigation.
MCD-2025-0179	Neglect Of Duty	Failed to properly book a destructive device, in violation of DGO 2.01.03, Rule 1 - Neglect of Duty and DGO 6.02.03.B - Chain of Custody.
MCD-2025-0180	Discourtesy	While conducting traffic control, was discourteous toward a citizen, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0181	Conduct Unbecoming	While off duty, engaged in sexual intercourse with a person who was too intoxicated to consent, in violation of DGO 2.01.03, Rule 1 - Conduct Unbecoming.
MCD-2025-0182	Conduct Reflecting Discredit	Has demonstrated a pattern of dishonest behavior as follows: (1) misrepresented the call and text capabilities of a Department issued mobile device (cell phone) and (2) did not provide accurate information when asked about the installation of a motion sensor device at the entry to an SFPD work area, in violation of DGO 2.01.03, 1. Misconduct, a. Conduct Reflecting Discredit.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0183	Failure To Write An Incident Report	Failed to take a police report, in violation of DGO 2.01.03, Rule 5.
MCD-2025-0184	Conduct Unbecoming (x2)	Transmitted a text message via Department cellular phone that demonstrated bias or discrimination against a protected group, in violation of DGO 2.01.03, Rule 1 - Misconduct. Was unprofessional when interacting with a co-worker, in violation of DGO 2.01.03, Rule 7 - Respectfulness.
MCD-2025-0185	Conduct Unbecoming (x2)	Was unprofessional and discourteous, in violation of DGO 2.01.03, Rule 7. Over the last several years, has engaged in disrespectful behavior, in violation of the City and County of San Francisco Equitable, Fair, and Respectful Workplace Policy.
MCD-2025-0186	Conduct Unbecoming	Was rude towards the complainant, made the complainant wait a long period of time, and told the complainant their reporting would "go nowhere", in violation of DGO 2.01, Rule 8 - Public Courtesy.
MCD-2025-0187	Neglect of Duty(Lost Property)	Lost Department-issued PIC radio, in violation of DGO 2.01.03, Rule 23 - Department Property.
MCD-2025-0188	Conduct Unbecoming	Was disrespectful by blocking a citizen callers phone number who was trying to speak with a supervisor, in violation of DGO 2.01.03, Rule 8 - Public Courtesy.
MCD-2025-0189	DUI	Was driving under the influence while off-duty and was arrested by the California Highway Patrol, in violation of DGO 2.01, Rule 1 (Misconduct).
MCD-2025-0190	Neglect Of Duty	Failed to perform/inattentive to duties due to being asleep , in violation of DGO 2.01.03, Rule 3 Attention to Duty and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0191	Conduct Reflecting Discredit, Neglect of Duty (x2)	Violated law by carrying a live firearm round into an airport, in violation of DGO 2.01.03, Rule 1 - Conduct Reflecting Discredit. Left residence for more than 24 hours without obtaining written authorization from attending physician or the Police Physician, in violation of DGO 10.11.M.2.d - Sick or Disability Leaves. Left residence for more than 24 hours without notifying the Personnel Sergeant, in violation of DGO 11.01.M.2.e - Sick or Disability Leaves.
MCD-2025-0192	Conduct Unbecoming, Neglect of Duty (x2)	Regularly sleeps on duty, in violation of DGO 2.01.03, Rule 3 - Attention to Duty. Regularly leaves shift early, in violation of DGO 2.01.03, Rule 4 - Reporting for Duty. Falsifies time and attendance records, in violation of DGO 2.01.03, Rule 1 - Misconduct.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0193	Conduct Unbecoming (x2)	Was disrespectful to another SFPD member while they were assisting a member of the public, in violation of DGO 2.01.03, Rule 1 - Misconduct and Rule 7 - Respectfulness.
MCD-2025-0194	Conduct Unbecoming	Bag of marijuana left in trunk of patrol vehicle, in violation of DGO 6.15.I.A - Property Processing.
MCD-2025-0195	Neglect Of Duty (x2)	Used a department computer to attend online college courses and attended online college study sessions while on duty, in violation of DGO 2.01.03 Rule 3 - Attention to Duty, DGO 2.01.03 Rule 1 - Neglect of Duty, and DGO 10.08.II.D - Unauthorized Use of Office Technologies. Often arrives at work between 1 and 1.5 hours late for shift, in violation of the CCSF Employee Handbook - Tardiness.
MCD-2025-0196	Conduct Reflecting Discredit, Conduct Unbecoming	Was contacted by another agency police due to being under the influence of alcohol. Was uncooperative, and disrespectful to police officers, and was arrested for being intoxicated in public, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming. Actions reflected negatively and brought discredit to the San Francisco Police Department, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Reflecting Discredit.
MCD-2025-0197	Neglect Of Duty	Failed to serve discipline paperwork to a member before the 3304 date had passed, in violation of DGO 2.01.03, Rule 5, Performing Duties.
MCD-2025-0198	Conduct Unbecoming, Inappropriate Behavior/Comments	Inappropriately touched a coworker while working, in violation of DGO 2.01.03, Rule 1 Misconduct - Conduct Unbecoming. Made inappropriate comments and advances toward a coworker while working, in violation of DN 23-0192 Equitable, Fair, and Respectable Workplace and DGO 2.01.03.1a - Conduct Unbecoming.
MCD-2025-0199	Conduct Unbecoming	Violated the City's Equitable, Fair, and Respectful Workplace Policy.
MCD-2025-0200	Conduct Unbecoming (x2)	Made disparaging remarks about subordinate employees, in violation of DGO 2.01 - Rule 7 (Respectfulness).
MCD-2025-0201	Conduct Unbecoming (x2)	While off-duty, grabbed the buttocks of two different people without their consent during a party, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming. While off-duty, offered the drug "Molly" to attendees of a party and was seen using a suspected narcotic during the same party, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming/Conduct Reflecting Discredit.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
MCD-2025-0202	Conduct Unbecoming	Engaged in a text conversation regarding court subpoena/attendance, that was unprofessional and disrespectful, in violation of DGO 2.01.03 Rule 1 Misconduct and DGO 2.01.03 Rule 7 Respectfulness. Was unprofessional when speaking on the phone, in violation of DGO 2.01.03 Rule 1 Misconduct.
MCD-2025-0203	Neglect Of Duty	Finished SFPD training and went home hours before the regular work shift ended without checking in with a supervisor, in violation of DGO 2.01.03, Rule 4, Reporting for duty.
MCD-2025-0204	Conduct Reflecting Discredit	Sent an email which included offensive content and/or content that would bring discredit onto a department member, in violation of DN 23-144 Department Email Policy & Procedures.
MCD-2025-0205	Conduct Unbecoming	Multiple sworn members falsely reported time worked on legal holidays (LH), in violation of DGO 2.01.03, Rule 1 Misconduct.
MCD-2025-0206	Neglect Of Duty	Failed to search for, seize, and book firearm evidence, in violation of DGO 2.01.03, Rule 5 Performing Duties.
MCD-2025-0207	Conduct Unbecoming	Was insensitive when talking to a citizen trying to make a police report at the front counter, in violation of DGO 2.01.03, Rule 8, Public Courtesy.
MCD-2026-0001	Conduct Unbecoming, Neglect of Duty (BWC)	Failed to activate a Body-Worn Camera (BWC) and document the ride while transporting the victim of a domestic violence incident, in violation of DGO 2.01.03, Rule 5 - Performing Duties. Engaged in repeated phone calls and text message communications with an alleged victim and established a personal social-media connection for reasons outside the scope of official duties, in violation of DGO 2.01.03, Rule 18 - Compromising Investigations.
MCD-2026-0002	Neglect Of Duty	Traveled overseas on an unspecified date several years ago while on disability without notifying a Personnel Sergeant that they would be away from their residence for a period exceeding 24 hours, in violation of DGO 11.01.I.M.2.e, which states that, "members on sick or disability leave shall notify the Personnel Sergeant whenever they will be away from their residences in excess of 24 hours and provide an address and phone number where can be contacted."
MCD-2026-0003	Conduct Unbecoming	Was dismissive while on the phone with a citizen who was trying to follow up on a case, in violation of DGO 2.01.03, Rule 8, Public Courtesy.

Complaint Summaries – Q4 2025 Opened Cases

Case Number	Allegation Type	Summary
OID-2025-0005	Weapon Discharge	Negligently discharged a firearm, in violation of DGO 5.01.G.1.
OIS-2025-0006	Administrative Investigation	Officer involved shooting - Administrative Investigation
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
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UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force
UOF 25-0002	Unnecessary Force	Administrative Investigation, Use of Force

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
- Sustained Finding – an investigative finding of Not in Policy or Improper Conduct

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

Guide to Acronyms

- AI – Administrative Investigation
- AWOL – Absent Without Leave
- BWC – Body Worn Camera
- CAD – Computer Aided Dispatch
- CIT – Crisis Intervention Team
- CRD – Conduct Reflecting Discredit
- CU – Conduct Unbecoming
- CVC – California Vehicle Code
- DB – Department Bulletin
- DEM – San Francisco Department of Emergency Management
- DGO – Department General Order
- DM – Department Manual
- DN – Department Notice
- 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
- MRF – Member Response Form
- ND – Neglect of Duty
- ICD – In Custody Death
- OID – Officer Involved Discharge (of Firearm)
- OIS – Officer Involved Shooting
- PIP – Performance Improvement Plan
- UA – Unwarranted Action
- UOF – Use of Force/Excessive or Unnecessary Force