

Internal Affairs Division

Quarterly
Report
Q2 2026



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



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 53-58
- Glossary – page 59
- Guide to Acronyms – page 60

San Francisco Police Department Employee Demographics

Bureau		
Administration Bureau	510	17.9%
Airport Bureau	399	14.0%
Bureau of Investigations	354	12.4%
Chief of Staff	99	3.5%
Chief's Office	13	0.5%
Field Operations Bureau	1,298	45.6%
Special Operations Bureau	172	6.0%
Total	2,845	100.0%

Race/Ethnicity		
Asian	857	30.1%
Black	240	8.4%
Hispanic	539	18.9%
Other/Unknown	68	2.4%
White	1,141	40.1%
Total	2,845	100.0%

San Francisco Police Department Employee Demographics

Age Group		
18-29	222	7.8%
30-39	744	26.2%
40-49	842	29.6%
50-59	639	22.5%
60+	398	14.0%
Total	2,845	100.0%

Gender		
Male	2,199	77.3%
Female	646	22.7%
Total	2,845	100.0%

San Francisco Police Department Employee Demographics

Tenure Group		
0-5	537	18.9%
6-10	654	23.0%
11-15	446	15.7%
16-20	491	17.3%
21-25	227	8.0%
Over 25	490	17.2%
Total	2,845	100.0%

Member Status		
Sworn	1,920	67.5%
Professional Staff	925	32.5%
Total	2,845	100.0%

Opened Cases

		Date Received
		Q2
2025	IAD Cases	43
2026	IAD Cases	43

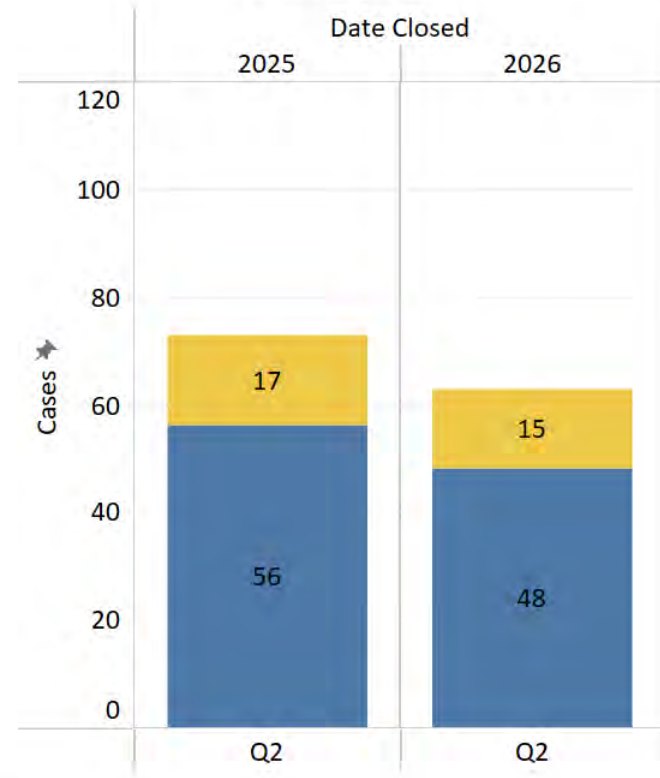
Closed Cases

		Date Closed
		Q2
2025	DPA Cases	17
	IAD Cases	56
	Total	73
2026	DPA Cases	15
	IAD Cases	48
	Total	63

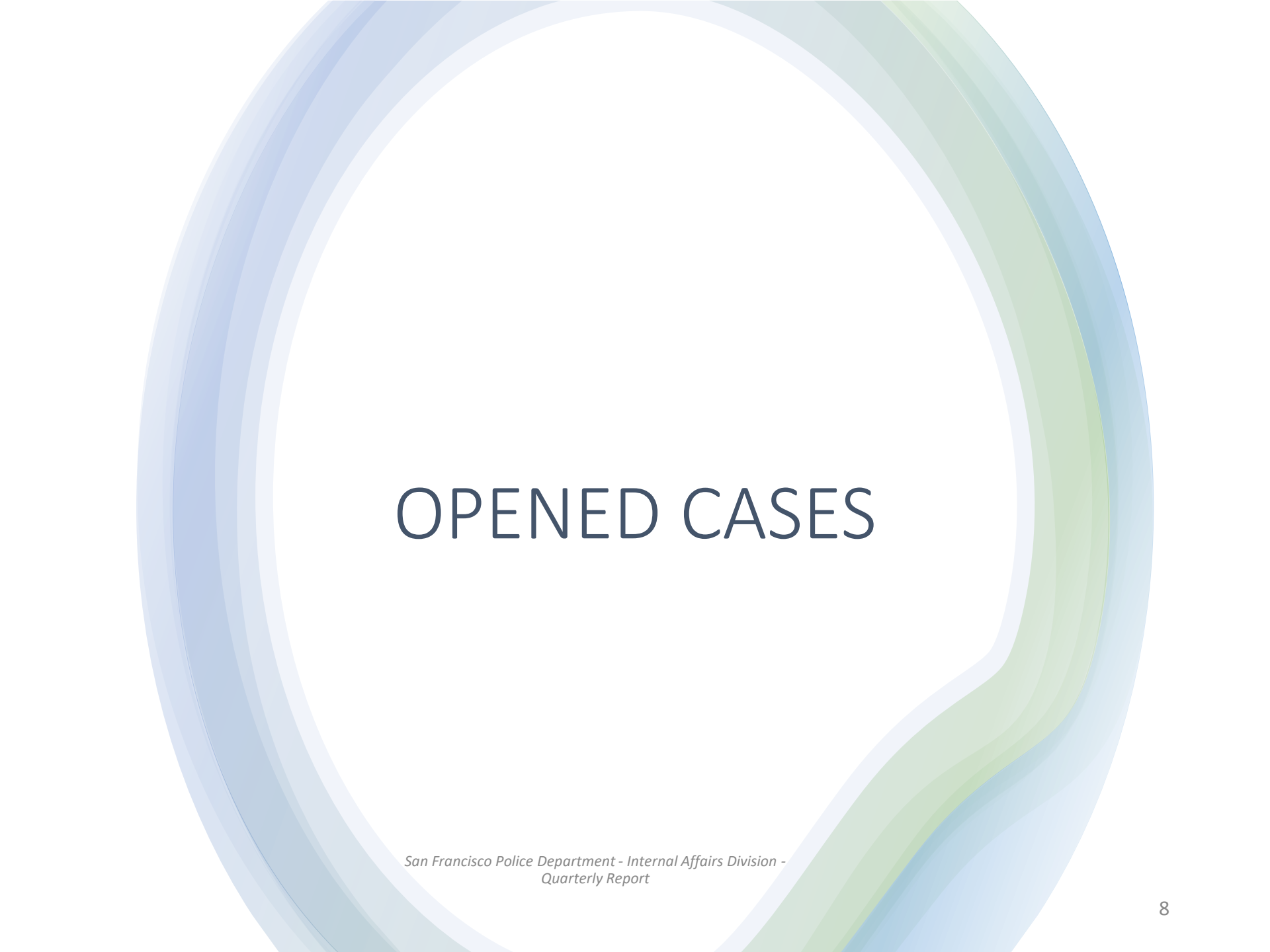
Opened Cases



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 – Q2 2026

Number of Allegations

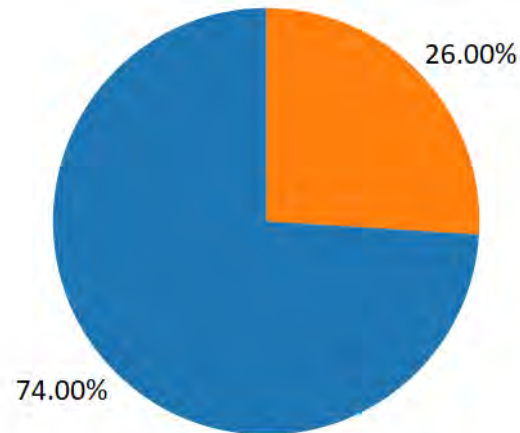
Allegation Type	Number of Allegations	% of Total Allegations
Conduct Unbecoming an Officer/Member	22	33.33%
Neglect Of Duty, General	11	16.67%
Failure to Appear, Range	11	16.67%
Neglect of Duty, Lost Property	5	7.58%
Conduct Reflecting Discredit	3	4.55%
Administrative Investigation	3	4.55%
Unwarranted Action	2	3.03%
Insubordination	2	3.03%
Inappropriate Comments	2	3.03%
Unnecessary Force	1	1.52%
Neglect of Duty, Body Worn Camera	1	1.52%
Failure To Write An Incident Report	1	1.52%
Domestic Violence	1	1.52%
Discourtesy	1	1.52%
Total Allegations	66	100.00%

Opened Cases – Q2 2026

Number of Employees by Member Status

Member Status	
PROFESSIONAL STAFF	13
SWORN	37
Grand Total	50

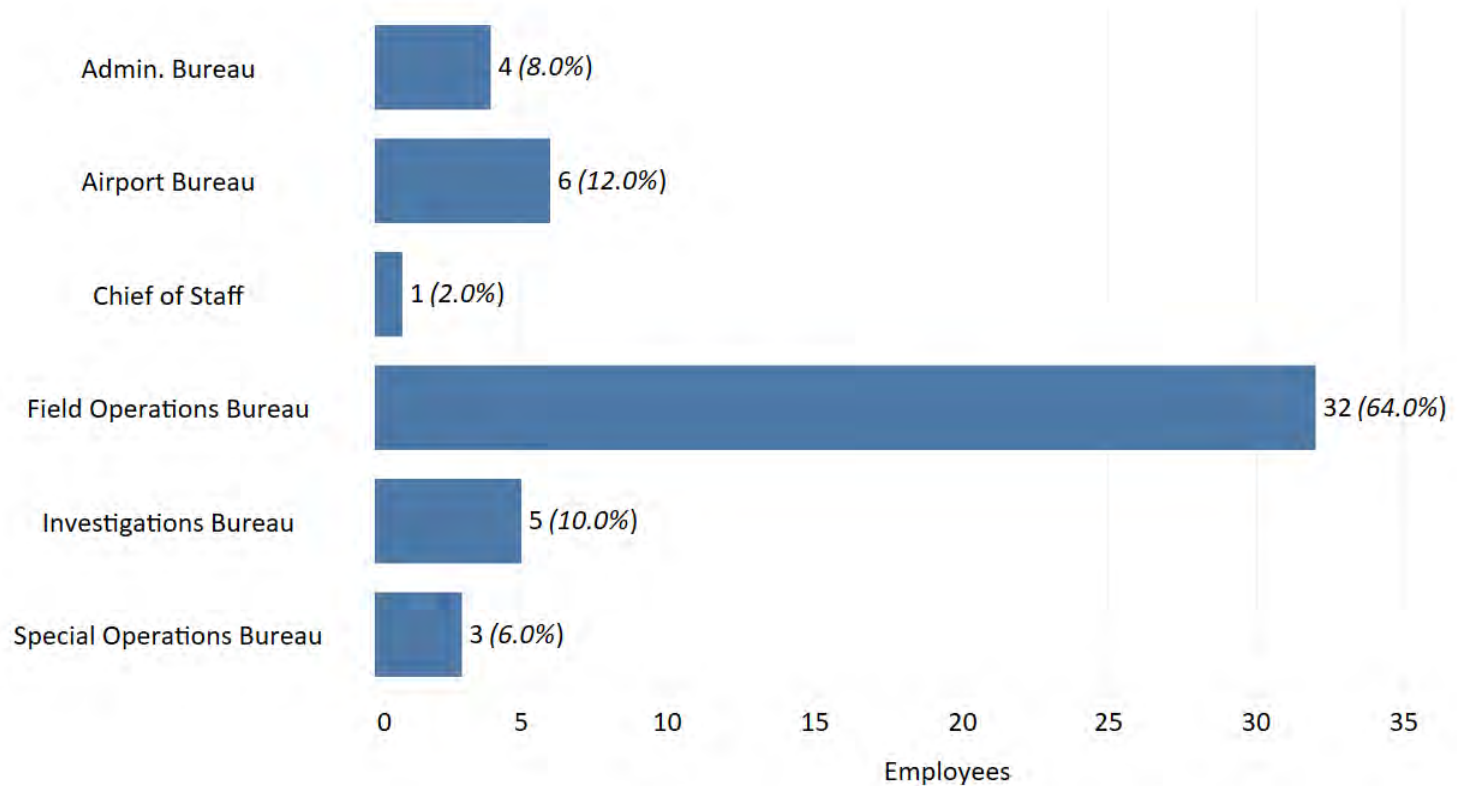
Member Status
PROFESSIONAL STAFF
SWORN



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

Opened Cases – Q2 2026

Number of Employees by Bureau

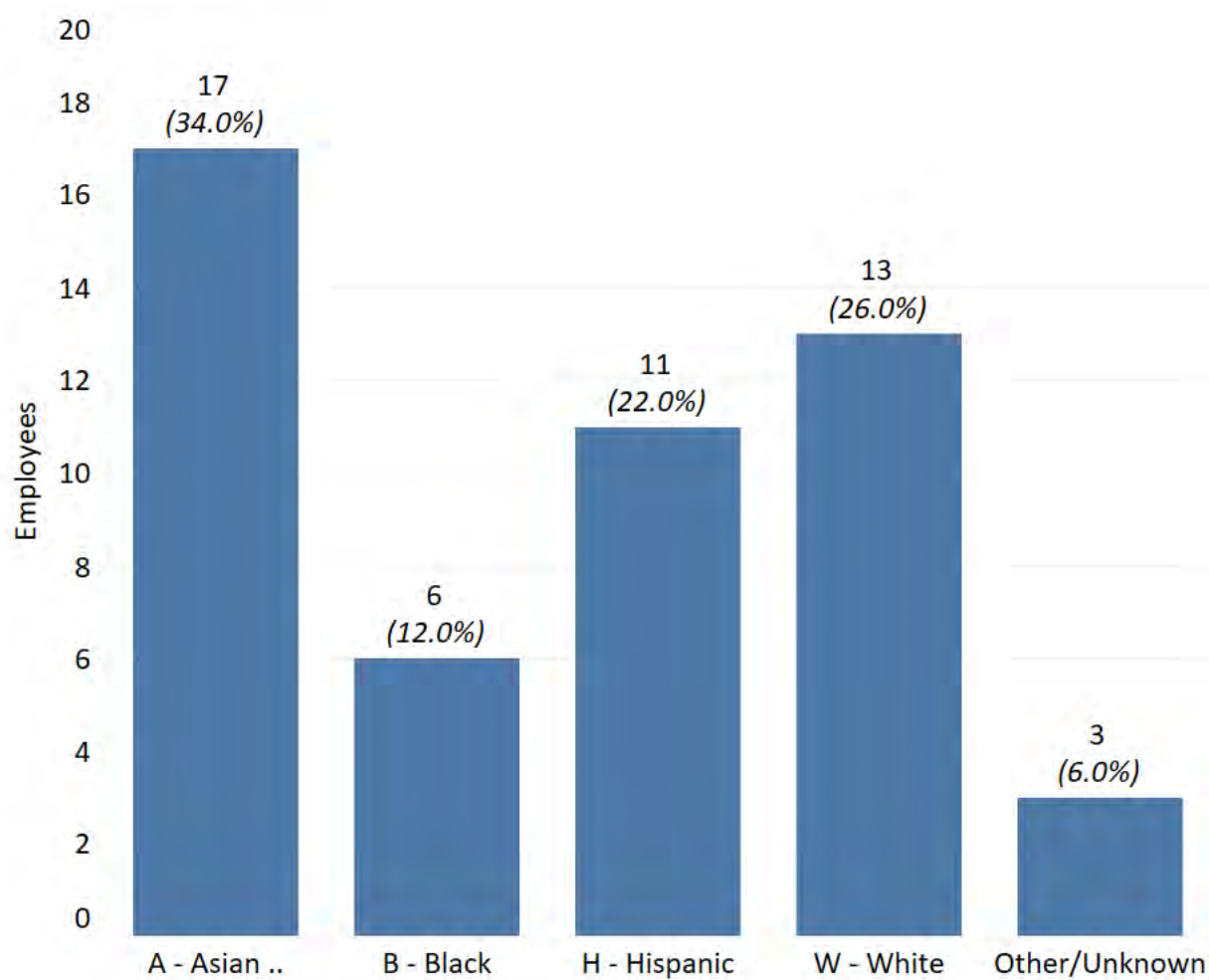


*One employee had more than one case and is represented in two different bureaus.

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

Opened Cases – Q2 2026

Number of Employees by Race

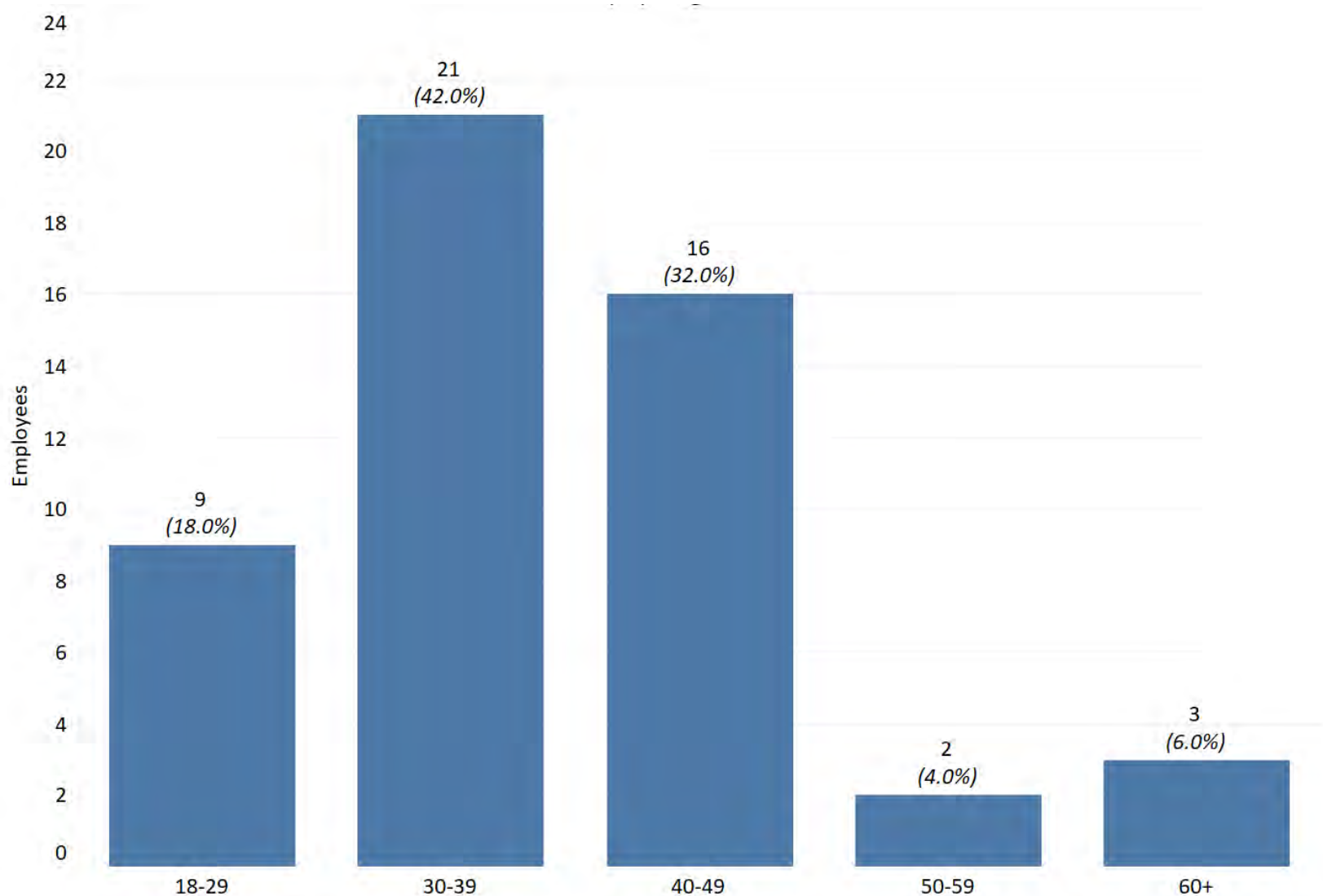


*The Other/Unknown category includes employees whose race does not fall within any other available category.

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

Opened Cases – Q2 2026

Number of Employees by Age Group

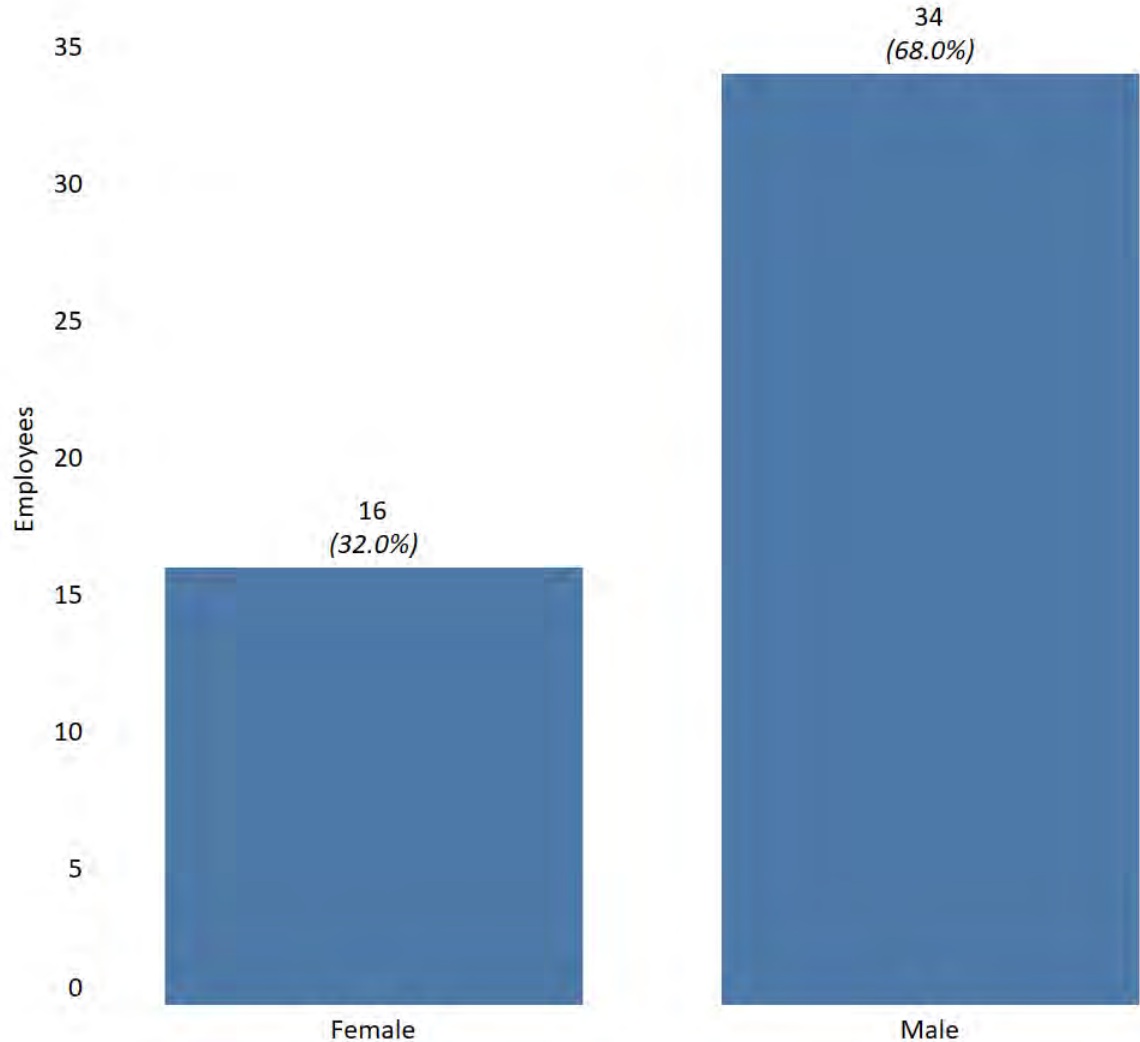


*One employee had more than one case and is represented in two different age groups at the time of the incidents.

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

Opened Cases – Q2 2026

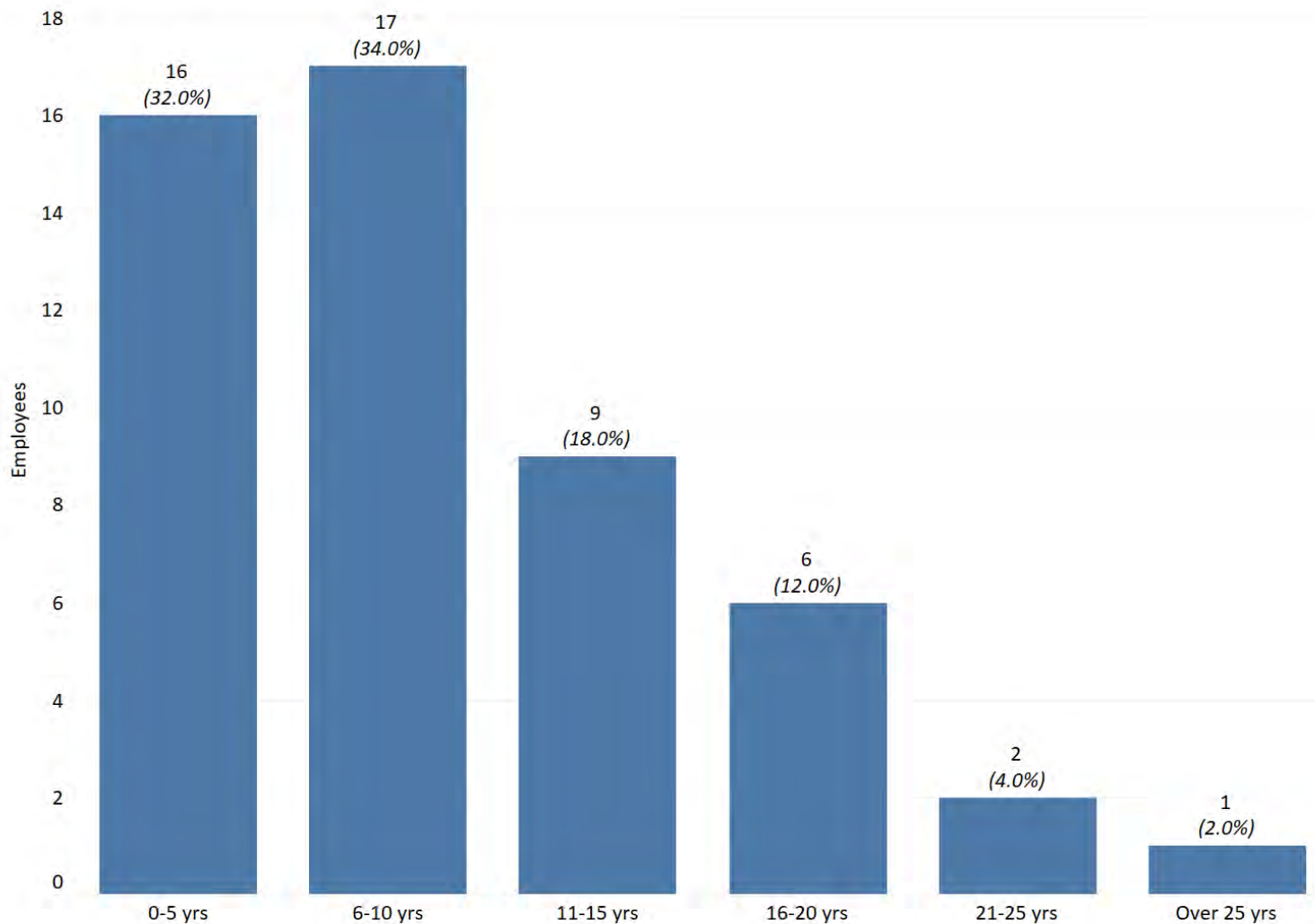
Number of Employees by Gender



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

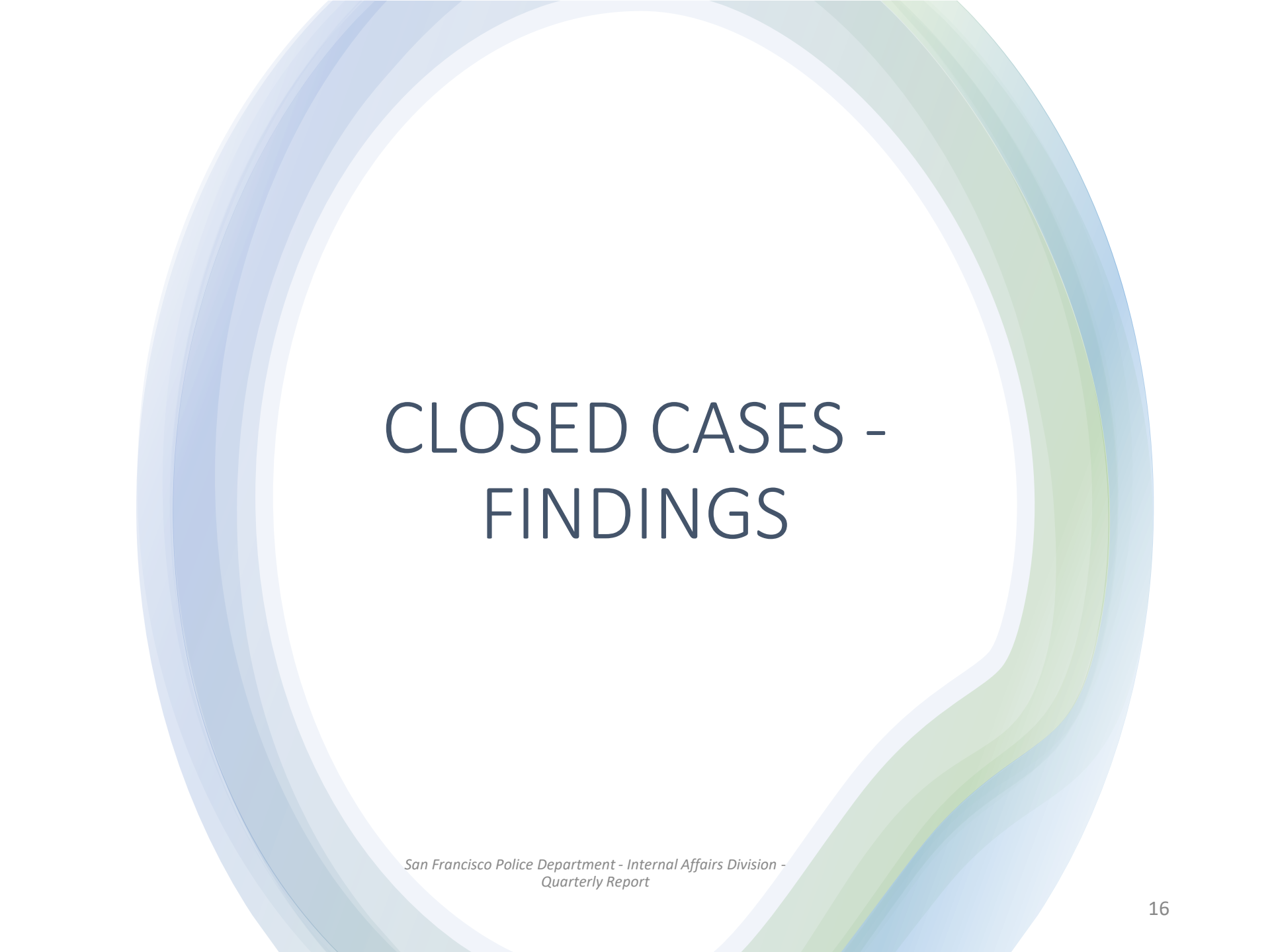
Opened Cases – Q2 2026

Number of Employees by Tenure



*One employee had more than one case and is represented in two different tenure groups at the time of the incidents.

*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 – Q2 2026

Overall Breakdown of Findings

	Number of Findings	% of Total Findings
Improper Conduct	95	59.38%
Insufficient Evidence	40	25.00%
Proper Conduct	19	11.88%
Unfounded	2	1.25%
Policy Failure	2	1.25%
Training Failure	1	0.62%
Allegation Dismissed	1	0.62%
Total Findings	160	100.00%

*Employees may have multiple allegations and findings, above table represents allegations for 78 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 – Q2 2026

Findings by Bureau

	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigations Bureau	Special Operations Bureau	Other/Unknown	Grand Total
Improper Conduct	17 (10.62%)	4 (2.50%)	1 (0.62%)	57 (35.62%)	3 (1.88%)	11 (6.88%)	2 (1.25%)	95 (59.38%)
Insufficient Evidence	2 (1.25%)	8 (5.00%)		19 (11.88%)		11 (6.88%)		40 (25.00%)
Policy Failure				2 (1.25%)				2 (1.25%)
Proper Conduct		1 (0.62%)		16 (10.00%)		2 (1.25%)		19 (11.88%)
Training Failure	1 (0.62%)							1 (0.62%)
Unfounded				2 (1.25%)				2 (1.25%)
Allegation Dismissed				1 (0.62%)				1 (0.62%)
Grand Total	20 (12.50%)	13 (8.12%)	1 (0.62%)	97 (60.62%)	3 (1.88%)	24 (15.00%)	2 (1.25%)	160 (100.00%)

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

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

Closed Cases – Q2 2026

Findings by Race

	A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unkno..	Grand Total
Improper Conduct	16 (10.00%)	16 (10.00%)	29 (18.12%)	33 (20.62%)	1 (0.62%)	95 (59.38%)
Insufficient Evidence	7 (4.38%)	16 (10.00%)	12 (7.50%)	5 (3.12%)		40 (25.00%)
Policy Failure			2 (1.25%)			2 (1.25%)
Proper Conduct	2 (1.25%)	1 (0.62%)	15 (9.38%)	1 (0.62%)		19 (11.88%)
Training Failure				1 (0.62%)		1 (0.62%)
Unfounded	1 (0.62%)		1 (0.62%)			2 (1.25%)
Allegation Dismissed			1 (0.62%)			1 (0.62%)
Grand Total	26 (16.25%)	33 (20.62%)	60 (37.50%)	40 (25.00%)	1 (0.62%)	160 (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 allegations for 78 employees

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

Closed Cases – Q2 2026

Findings by Age

	18-29	30-39	40-49	50-59	60+	Grand Total
Improper Conduct	13 (8.12%)	27 (16.88%)	23 (14.37%)	28 (17.50%)	4 (2.50%)	95 (59.38%)
Insufficient Evidence	4 (2.50%)	12 (7.50%)	15 (9.38%)	7 (4.38%)	2 (1.25%)	40 (25.00%)
Policy Failure		1 (0.62%)	1 (0.62%)			2 (1.25%)
Proper Conduct		14 (8.75%)	3 (1.88%)	2 (1.25%)		19 (11.88%)
Training Failure	1 (0.62%)					1 (0.62%)
Unfounded	1 (0.62%)		1 (0.62%)			2 (1.25%)
Allegation Dismissed		1 (0.62%)				1 (0.62%)
Grand Total	19 (11.88%)	55 (34.38%)	43 (26.88%)	37 (23.12%)	6 (3.75%)	160 (100.00%)

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

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

Closed Cases – Q2 2026

Findings by Gender

	Female	Male	Grand Total
Improper Conduct	18 (11.25%)	77 (48.12%)	95 (59.38%)
Insufficient Evidence	8 (5.00%)	32 (20.00%)	40 (25.00%)
Policy Failure	1 (0.62%)	1 (0.62%)	2 (1.25%)
Proper Conduct	1 (0.62%)	18 (11.25%)	19 (11.88%)
Training Failure	1 (0.62%)		1 (0.62%)
Unfounded	2 (1.25%)		2 (1.25%)
Allegation Dismissed		1 (0.62%)	1 (0.62%)
Grand Total	31 (19.38%)	129 (80.62%)	160 (100.00%)

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

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

Closed Cases – Q2 2026

Findings by Tenure

	0-5 yrs	6-10 yrs	11-15 yrs	16-20 yrs	21-25 yrs	Over 25 yrs	Grand Total
Improper Conduct	26 (16.25%)	13 (8.12%)	20 (12.50%)	16 (10.00%)	10 (6.25%)	10 (6.25%)	95 (59.38%)
Insufficient Evidence	9 (5.62%)	9 (5.62%)	4 (2.50%)	2 (1.25%)	14 (8.75%)	2 (1.25%)	40 (25.00%)
Policy Failure	1 (0.62%)			1 (0.62%)			2 (1.25%)
Proper Conduct	14 (8.75%)	2 (1.25%)	1 (0.62%)	1 (0.62%)		1 (0.62%)	19 (11.88%)
Training Failure	1 (0.62%)						1 (0.62%)
Unfounded	1 (0.62%)	1 (0.62%)					2 (1.25%)
Allegation Dismissed	1 (0.62%)						1 (0.62%)
Grand Total	53 (33.12%)	25 (15.62%)	25 (15.62%)	20 (12.50%)	24 (15.00%)	13 (8.12%)	160 (100.00%)

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

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

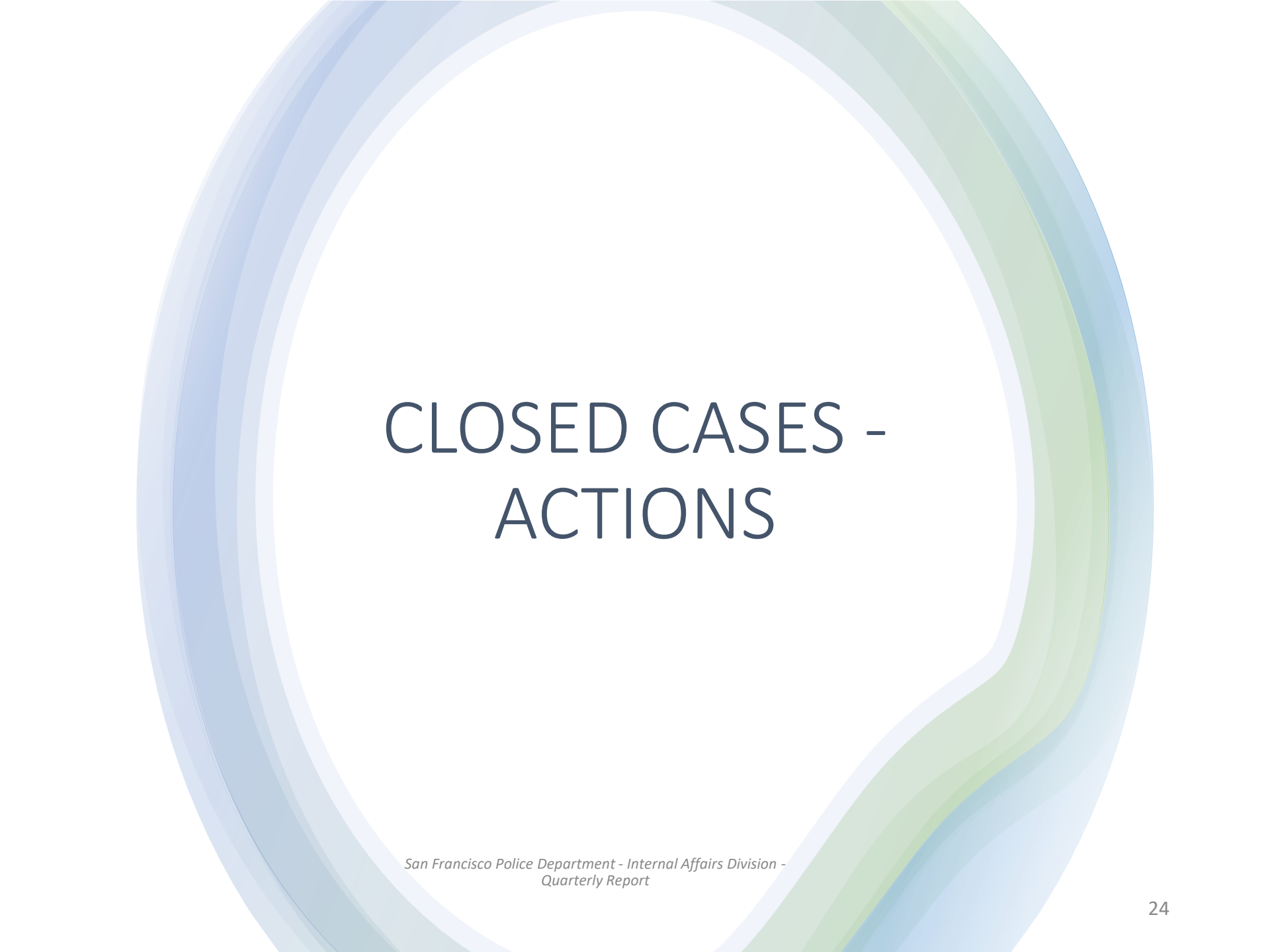
Closed Cases – Q2 2026

Findings by Member Status

	PROFESSIONAL STAFF	SWORN	Grand Total
Improper Conduct	17 (10.62%)	78 (48.75%)	95 (59.38%)
Insufficient Evidence	11 (6.88%)	29 (18.12%)	40 (25.00%)
Policy Failure		2 (1.25%)	2 (1.25%)
Proper Conduct	1 (0.62%)	18 (11.25%)	19 (11.88%)
Training Failure		1 (0.62%)	1 (0.62%)
Unfounded	2 (1.25%)		2 (1.25%)
Allegation Dismissed		1 (0.62%)	1 (0.62%)
Grand Total	31 (19.38%)	129 (80.62%)	160 (100.00%)

*Employees may have multiple allegations and findings, above table represents allegations for 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 – Q2 2026

Actions

		Actions	% of Total Actions
Non-Disciplinary Action	11.11 Program	1	0.83%
	Admonishment	31	25.62%
	Performance Improvement Plan	1	0.83%
	Resignation	3	2.48%
	Retirement	3	2.48%
	Retraining	55	45.45%
	Total	94	77.69%
Disciplinary Action	Written Reprimand/ Written Warning	11	9.09%
	Suspension Held in Abeyance	5	4.13%
	Suspension (10 or less days)	7	5.79%
	Suspension Held in Abeyance (11 or more days)	1	0.83%
	Suspension (11 or more days)	2	1.65%
	Termination	1	0.83%
	Total	27	22.31%
Grand Total		121	100.00%

*Employees may receive multiple actions, above table represents 60 employees

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

*There were two cases closed in Q2 2026 which had an expired 3304 GC date, MCD-2024-0265 and MCDO-2022-0009.

Closed Cases – Q2 2026

Actions by Bureau

Action Type	Action and Suspension Days	Admin. Bureau	Airport Bureau	Chief's Office	Field Operations Bureau	Investigation s Bureau	Special Operations Bureau	Other/ Unknown	Grand Total
Non-Disciplinary Action	11.11 Program				1 0.83%				1 0.83%
	Admonishment	3 2.48%	2 1.65%	1 0.83%	20 16.53%	2 1.65%	3 2.48%		31 25.62%
	Performance Improvement Plan				1 0.83%				1 0.83%
	Resignation	2 1.65%			1 0.83%				3 2.48%
	Retirement	1 0.83%				1 0.83%		1 0.83%	3 2.48%
	Retraining	3 2.48%	3 2.48%	1 0.83%	41 33.88%	2 1.65%	5 4.13%		55 45.45%
	Total	9 7.44%	5 4.13%	2 1.65%	64 52.89%	5 4.13%	8 6.61%	1 0.83%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning		1 0.83%		10 8.26%				11 9.09%
	Suspension Held in Abeyance				4 3.31%		1 0.83%		5 4.13%
	Suspension (10 or less days)				6 4.96%		1 0.83%		7 5.79%
	Suspension Held in Abeyance (11 or more days)				1 0.83%				1 0.83%
	Suspension (11 or more days)				1 0.83%		1 0.83%		2 1.65%
	Termination		1 0.83%						1 0.83%
	Total		2 1.65%		22 18.18%		3 2.48%		27 22.31%
Grand Total		9 7.44%	7 5.79%	2 1.65%	86 71.07%	5 4.13%	11 9.09%	1 0.83%	121 100.00%

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

Closed Cases – Q2 2026

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	11.11 Program	1 0.83%					1 0.83%
	Admonishment	10 8.26%	3 2.48%	8 6.61%	9 7.44%	1 0.83%	31 25.62%
	Performance Improvement Plan		1 0.83%				1 0.83%
	Resignation				3 2.48%		3 2.48%
	Retirement			1 0.83%	2 1.65%		3 2.48%
	Retraining	14 11.57%	8 6.61%	19 15.70%	13 10.74%	1 0.83%	55 45.45%
	Total	25 20.66%	12 9.92%	28 23.14%	27 22.31%	2 1.65%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.83%	1 0.83%	5 4.13%	4 3.31%		11 9.09%
	Suspension Held in Abeyance	2 1.65%	2 1.65%	1 0.83%			5 4.13%
	Suspension (10 or less days)	3 2.48%	2 1.65%	2 1.65%			7 5.79%
	Suspension Held in Abeyance (11 or more days)			1 0.83%			1 0.83%
	Suspension (11 or more days)			2 1.65%			2 1.65%
	Termination			1 0.83%			1 0.83%
	Total	6 4.96%	5 4.13%	12 9.92%	4 3.31%		27 22.31%
Grand Total		31 25.62%	17 14.05%	40 33.06%	31 25.62%	2 1.65%	121 100.00%

*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 – Q2 2026

Actions by Age Group

Action Type	Action and Suspension Days	Employee Age At Incident					Grand Total
		18-29	30-39	40-49	50-59	60+	
Non-Disciplinary Action	11.11 Program		1 0.83%				1 0.83%
	Admonishment	6 4.96%	8 6.61%	11 9.09%	4 3.31%	2 1.65%	31 25.62%
	Performance Improvement Plan		1 0.83%				1 0.83%
	Resignation	1 0.83%	1 0.83%		1 0.83%		3 2.48%
	Retirement				2 1.65%	1 0.83%	3 2.48%
	Retraining	7 5.79%	20 16.53%	18 14.88%	8 6.61%	2 1.65%	55 45.45%
	Total	14 11.57%	31 25.62%	29 23.97%	15 12.40%	5 4.13%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.83%	7 5.79%	2 1.65%	1 0.83%		11 9.09%
	Suspension Held in Abeyance		2 1.65%	1 0.83%	2 1.65%		5 4.13%
	Suspension (10 or less days)		3 2.48%	3 2.48%	1 0.83%		7 5.79%
	Suspension Held in Abeyance (11 or more days)		1 0.83%				1 0.83%
	Suspension (11 or more days)		1 0.83%	1 0.83%			2 1.65%
	Termination					1 0.83%	1 0.83%
	Total	1 0.83%	14 11.57%	7 5.79%	4 3.31%	1 0.83%	27 22.31%
Grand Total		15 12.40%	45 37.19%	36 29.75%	19 15.70%	6 4.96%	121 100.00%

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

Closed Cases – Q2 2026

Actions by Gender

Action Type	Action and Suspension Days	Female	Male	Grand Total
Non-Disciplinary Action	11.11 Program		1 0.83%	1 0.83%
	Admonishment	5 4.13%	26 21.49%	31 25.62%
	Performance Improvement Plan		1 0.83%	1 0.83%
	Resignation	1 0.83%	2 1.65%	3 2.48%
	Retirement	2 1.65%	1 0.83%	3 2.48%
	Retraining	8 6.61%	47 38.84%	55 45.45%
	Total	16 13.22%	78 64.46%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning	1 0.83%	10 8.26%	11 9.09%
	Suspension Held in Abeyance		5 4.13%	5 4.13%
	Suspension (10 or less days)	1 0.83%	6 4.96%	7 5.79%
	Suspension Held in Abeyance (11 or more days)		1 0.83%	1 0.83%
	Suspension (11 or more days)		2 1.65%	2 1.65%
	Termination		1 0.83%	1 0.83%
	Total	2 1.65%	25 20.66%	27 22.31%
Grand Total		18 14.88%	103 85.12%	121 100.00%

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

Closed Cases – Q2 2026

Actions by Tenure

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	11.11 Program				1 0.83%			1 0.83%
	Admonishment	9 7.44%	10 8.26%	2 1.65%	4 3.31%	5 4.13%	1 0.83%	31 25.62%
	Performance Improvement Plan				1 0.83%			1 0.83%
	Resignation	1 0.83%	1 0.83%	1 0.83%				3 2.48%
	Retirement			1 0.83%		2 1.65%		3 2.48%
	Retraining	18 14.88%	11 9.09%	6 4.96%	12 9.92%	5 4.13%	3 2.48%	55 45.45%
	Total	28 23.14%	22 18.18%	10 8.26%	18 14.88%	12 9.92%	4 3.31%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning	6 4.96%	1 0.83%	1 0.83%	3 2.48%			11 9.09%
	Suspension Held in Abeyance			2 1.65%	1 0.83%		2 1.65%	5 4.13%
	Suspension (10 or less days)	1 0.83%		1 0.83%	4 3.31%		1 0.83%	7 5.79%
	Suspension Held in Abeyance (11 or more days)	1 0.83%						1 0.83%
	Suspension (11 or more days)	1 0.83%		1 0.83%				2 1.65%
	Termination						1 0.83%	1 0.83%
	Total	9 7.44%	1 0.83%	5 4.13%	8 6.61%		4 3.31%	27 22.31%
Grand Total		37 30.58%	23 19.01%	15 12.40%	26 21.49%	12 9.92%	8 6.61%	121 100.00%

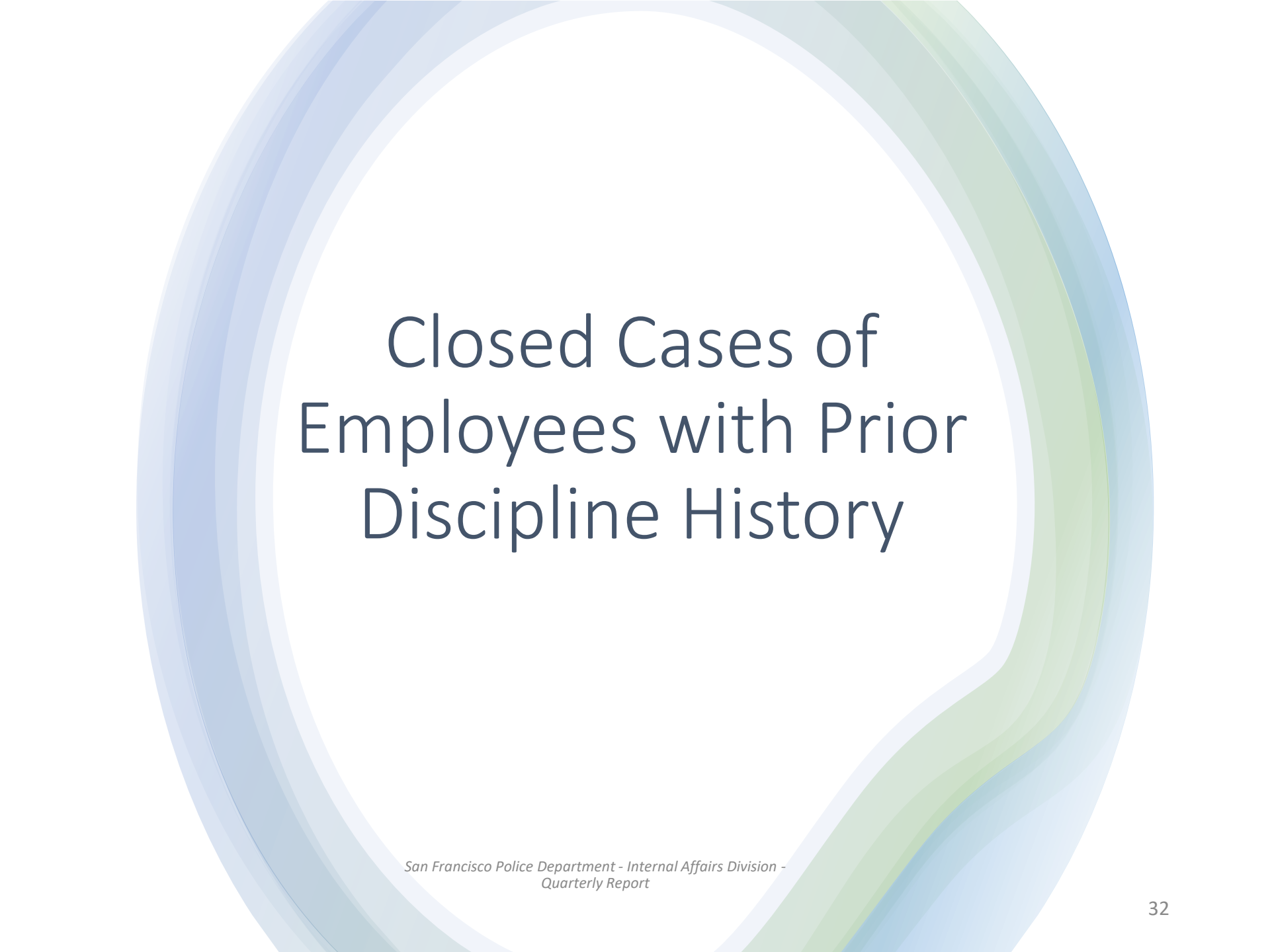
*Table includes actions for those employees with findings of Improper Conduct.

Closed Cases – Q2 2026

Actions by Member Status

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	11.11 Program		1 0.83%	1 0.83%
	Admonishment	5 4.13%	26 21.49%	31 25.62%
	Performance Improvement Plan		1 0.83%	1 0.83%
	Resignation	1 0.83%	2 1.65%	3 2.48%
	Retirement	1 0.83%	2 1.65%	3 2.48%
	Retraining	5 4.13%	50 41.32%	55 45.45%
	Total	12 9.92%	82 67.77%	94 77.69%
Disciplinary Action	Written Reprimand/ Written Warning		11 9.09%	11 9.09%
	Suspension Held in Abeyance		5 4.13%	5 4.13%
	Suspension (10 or less days)		7 5.79%	7 5.79%
	Suspension Held in Abeyance (11 or more days)		1 0.83%	1 0.83%
	Suspension (11 or more days)		2 1.65%	2 1.65%
	Termination	1 0.83%		1 0.83%
	Total	1 0.83%	26 21.49%	27 22.31%
Grand Total		13 10.74%	108 89.26%	121 100.00%

*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 – Q2 2026

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

		Actions	% of Total Actions
Non-Disciplinary Action	Admonishment	17	23.29%
	Performance Improvement Plan	1	1.37%
	Resignation	2	2.74%
	Retraining	33	45.21%
	Total	53	72.60%
Disciplinary Action	Written Reprimand/ Written Warning	8	10.96%
	Suspension Held in Abeyance	4	5.48%
	Suspension (10 or less days)	6	8.22%
	Suspension Held in Abeyance (11 or more days)	1	1.37%
	Suspension (11 or more days)	1	1.37%
	Total	20	27.40%
Grand Total		73	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 – Q2 2026

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	Field Operations Bureau	Special Operations Bureau	Airport Bureau	
Non-Disciplinary Action	Admonishment	1 1.37%	13 17.81%	2 2.74%	1 1.37%	17 23.29%
	Performance Improvement Plan		1 1.37%			1 1.37%
	Resignation	1 1.37%	1 1.37%			2 2.74%
	Retraining	1 1.37%	27 36.99%	3 4.11%	2 2.74%	33 45.21%
	Total	3 4.11%	42 57.53%	5 6.85%	3 4.11%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning		7 9.59%		1 1.37%	8 10.96%
	Suspension Held in Abeyance		3 4.11%	1 1.37%		4 5.48%
	Suspension (10 or less days)		5 6.85%	1 1.37%		6 8.22%
	Suspension Held in Abeyance (11 or more days)		1 1.37%			1 1.37%
	Suspension (11 or more days)		1 1.37%			1 1.37%
	Total		17 23.29%	2 2.74%	1 1.37%	20 27.40%
Grand Total		3 4.11%	59 80.82%	7 9.59%	4 5.48%	73 100.00%

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

Closed Cases – Q2 2026

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	Grand Total
Non-Disciplinary Action	Admonishment	6 8.22%	3 4.11%	3 4.11%	5 6.85%	17 23.29%
	Performance Improvement Plan		1 1.37%			1 1.37%
	Resignation				2 2.74%	2 2.74%
	Retraining	9 12.33%	7 9.59%	11 15.07%	6 8.22%	33 45.21%
	Total	15 20.55%	11 15.07%	14 19.18%	13 17.81%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.37%	1 1.37%	5 6.85%	1 1.37%	8 10.96%
	Suspension Held in Abeyance	2 2.74%	2 2.74%			4 5.48%
	Suspension (10 or less days)	2 2.74%	2 2.74%	2 2.74%		6 8.22%
	Suspension Held in Abeyance (11 or more days)			1 1.37%		1 1.37%
	Suspension (11 or more days)			1 1.37%		1 1.37%
	Total	5 6.85%	5 6.85%	9 12.33%	1 1.37%	20 27.40%
Grand Total		20 27.40%	16 21.92%	23 31.51%	14 19.18%	73 100.00%

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

Closed Cases – Q2 2026

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

Action Type	Action and Suspension Days	18-29	30-39	40-49	50-59	60+	Grand Total
Non-Disciplinary Action	Admonishment	4 5.48%	5 6.85%	4 5.48%	3 4.11%	1 1.37%	17 23.29%
	Performance Improvement Plan		1 1.37%				1 1.37%
	Resignation		1 1.37%		1 1.37%		2 2.74%
	Retraining	4 5.48%	15 20.55%	9 12.33%	4 5.48%	1 1.37%	33 45.21%
	Total	8 10.96%	22 30.14%	13 17.81%	8 10.96%	2 2.74%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning		7 9.59%	1 1.37%			8 10.96%
	Suspension Held in Abeyance		2 2.74%	1 1.37%	1 1.37%		4 5.48%
	Suspension (10 or less days)		2 2.74%	3 4.11%	1 1.37%		6 8.22%
	Suspension Held in Abeyance (11 or more days)		1 1.37%				1 1.37%
	Suspension (11 or more days)		1 1.37%				1 1.37%
	Total		13 17.81%	5 6.85%	2 2.74%		20 27.40%
Grand Total		8 10.96%	35 47.95%	18 24.66%	10 13.70%	2 2.74%	73 100.00%

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

Closed Cases – Q2 2026

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	3 4.11%	14 19.18%	17 23.29%
	Performance Improvement Plan		1 1.37%	1 1.37%
	Resignation		2 2.74%	2 2.74%
	Retraining	5 6.85%	28 38.36%	33 45.21%
	Total	8 10.96%	45 61.64%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning	1 1.37%	7 9.59%	8 10.96%
	Suspension Held in Abeyance		4 5.48%	4 5.48%
	Suspension (10 or less days)	1 1.37%	5 6.85%	6 8.22%
	Suspension Held in Abeyance (11 or more days)		1 1.37%	1 1.37%
	Suspension (11 or more days)		1 1.37%	1 1.37%
	Total	2 2.74%	18 24.66%	20 27.40%
Grand Total		10 13.70%	63 86.30%	73 100.00%

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

Closed Cases – Q2 2026

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	6 8.22%	6 8.22%	1 1.37%	1 1.37%	3 4.11%		17 23.29%
	Performance Improvement Plan				1 1.37%			1 1.37%
	Resignation		1 1.37%	1 1.37%				2 2.74%
	Retraining	13 17.81%	7 9.59%	3 4.11%	6 8.22%	3 4.11%	1 1.37%	33 45.21%
	Total	19 26.03%	14 19.18%	5 6.85%	8 10.96%	6 8.22%	1 1.37%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning	5 6.85%	1 1.37%	1 1.37%	1 1.37%			8 10.96%
	Suspension Held in Abeyance			2 2.74%	1 1.37%		1 1.37%	4 5.48%
	Suspension (10 or less days)	1 1.37%		1 1.37%	3 4.11%		1 1.37%	6 8.22%
	Suspension Held in Abeyance (11 or more days)	1 1.37%						1 1.37%
	Suspension (11 or more days)	1 1.37%						1 1.37%
	Total	8 10.96%	1 1.37%	4 5.48%	5 6.85%		2 2.74%	20 27.40%
Grand Total		27 36.99%	15 20.55%	9 12.33%	13 17.81%	6 8.22%	3 4.11%	73 100.00%

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

Closed Cases – Q2 2026

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

Action Type	Action and Suspension Days	PROFESSIONAL STAFF	SWORN	Grand Total
Non-Disciplinary Action	Admonishment	3 4.11%	14 19.18%	17 23.29%
	Performance Improvement Plan		1 1.37%	1 1.37%
	Resignation	1 1.37%	1 1.37%	2 2.74%
	Retraining	3 4.11%	30 41.10%	33 45.21%
	Total	7 9.59%	46 63.01%	53 72.60%
Disciplinary Action	Written Reprimand/ Written Warning		8 10.96%	8 10.96%
	Suspension Held in Abeyance		4 5.48%	4 5.48%
	Suspension (10 or less days)		6 8.22%	6 8.22%
	Suspension Held in Abeyance (11 or more days)		1 1.37%	1 1.37%
	Suspension (11 or more days)		1 1.37%	1 1.37%
	Total		20 27.40%	20 27.40%
Grand Total		7 9.59%	66 90.41%	73 100.00%

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



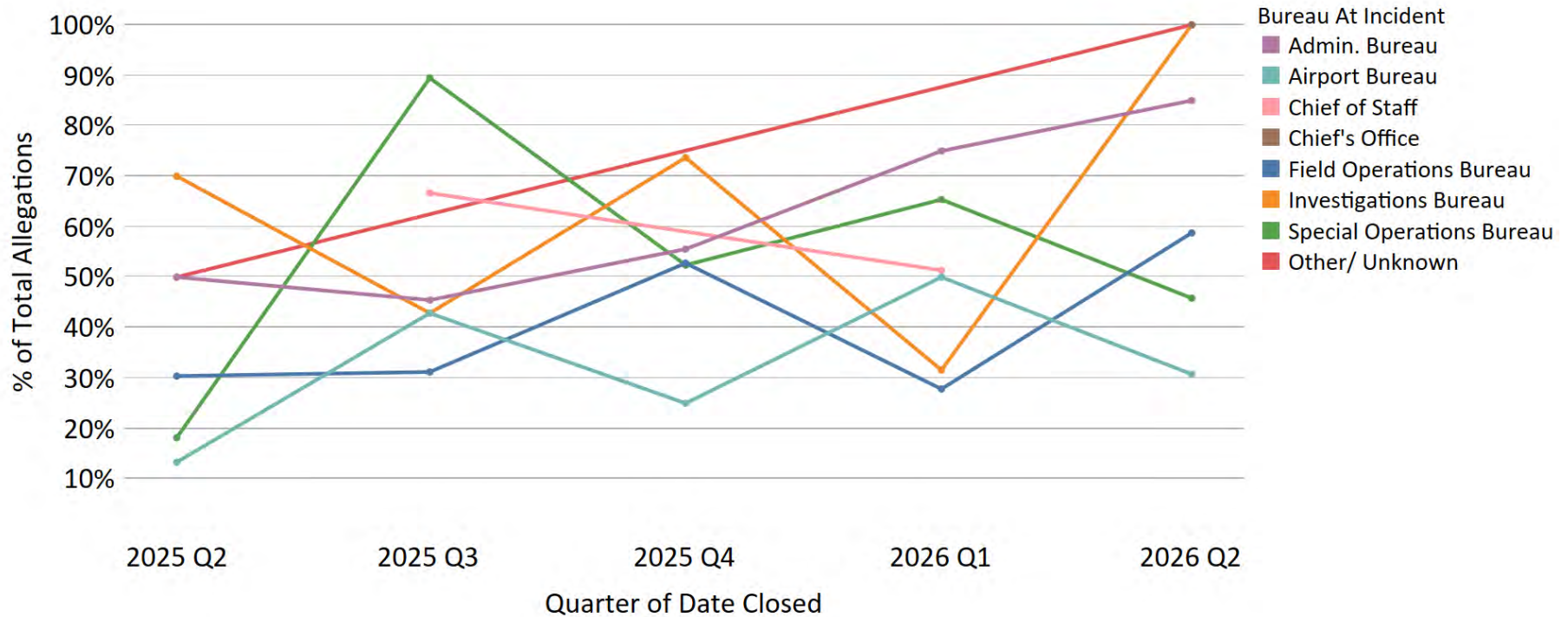
Trends

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

Percentage of Sustained and Not Sustained Allegations by Bureau

			Bureau At Incident							
			Admin. Bureau	Airport Bureau	Chief of Staff	Chief's Office	Field Operations Bureau	Investigatio ns Bureau	Special Operations Bureau	Other/ Unknown
2025	Q2	Not Sustained	3 50.00%	13 86.67%	3 100.00%		158 69.60%	3 30.00%	9 81.82%	1 50.00%
		Sustained	3 50.00%	2 13.33%		69 30.40%	7 70.00%	2 18.18%	1 50.00%	
2026	Q2	Not Sustained	3 15.00%	9 69.23%			40 41.24%		13 54.17%	
		Sustained	17 85.00%	4 30.77%		1 100.00%	57 58.76%	3 100.00%	11 45.83%	2 100.00%

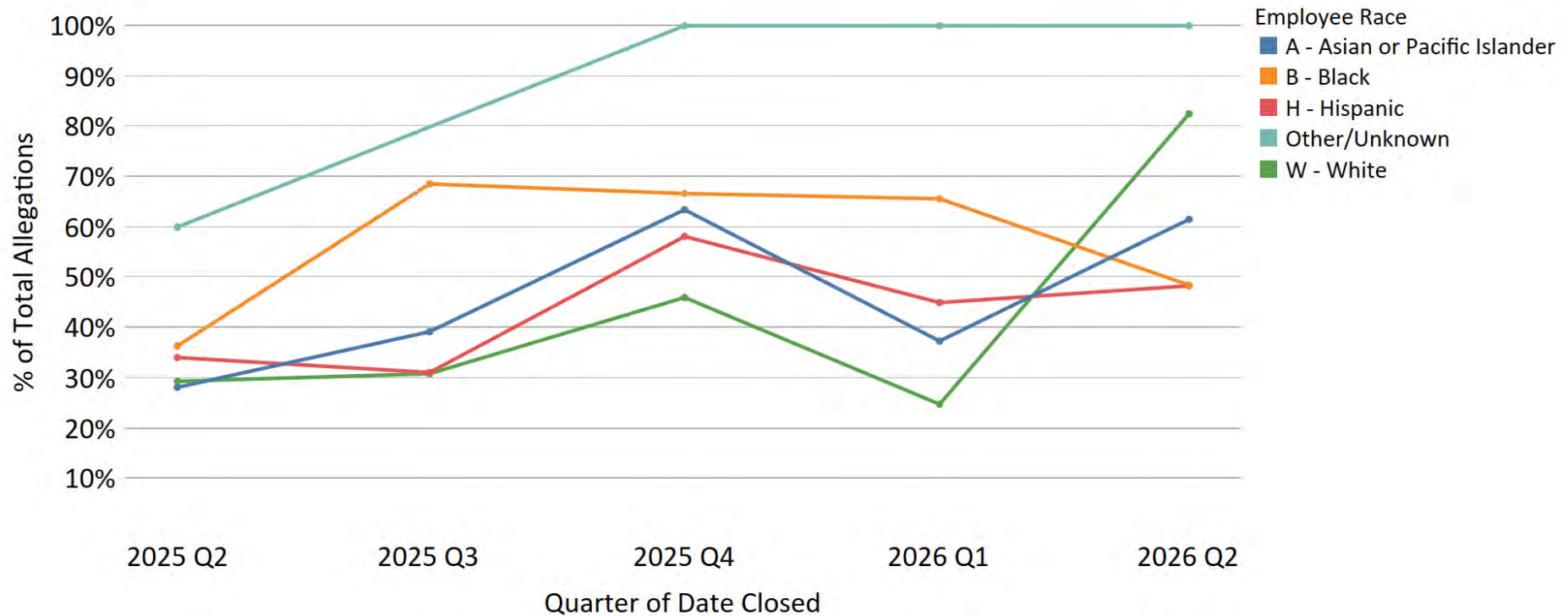
Percentage of Sustained Allegations by Bureau



Percentage of Sustained and Not Sustained Allegations by Race

			Employee Race				
			A - Asian or Pacific Islander	B - Black	H - Hispanic	W - White	Other/Unknown
2025	Q2	Not Sustained	51	7	29	101	2
			71.83%	63.64%	65.91%	70.63%	40.00%
	Sustained		20	4	15	42	3
			28.17%	36.36%	34.09%	29.37%	60.00%
2026	Q2	Not Sustained	10	17	31	7	
			38.46%	51.52%	51.67%	17.50%	
	Sustained		16	16	29	33	1
			61.54%	48.48%	48.33%	82.50%	100.00%

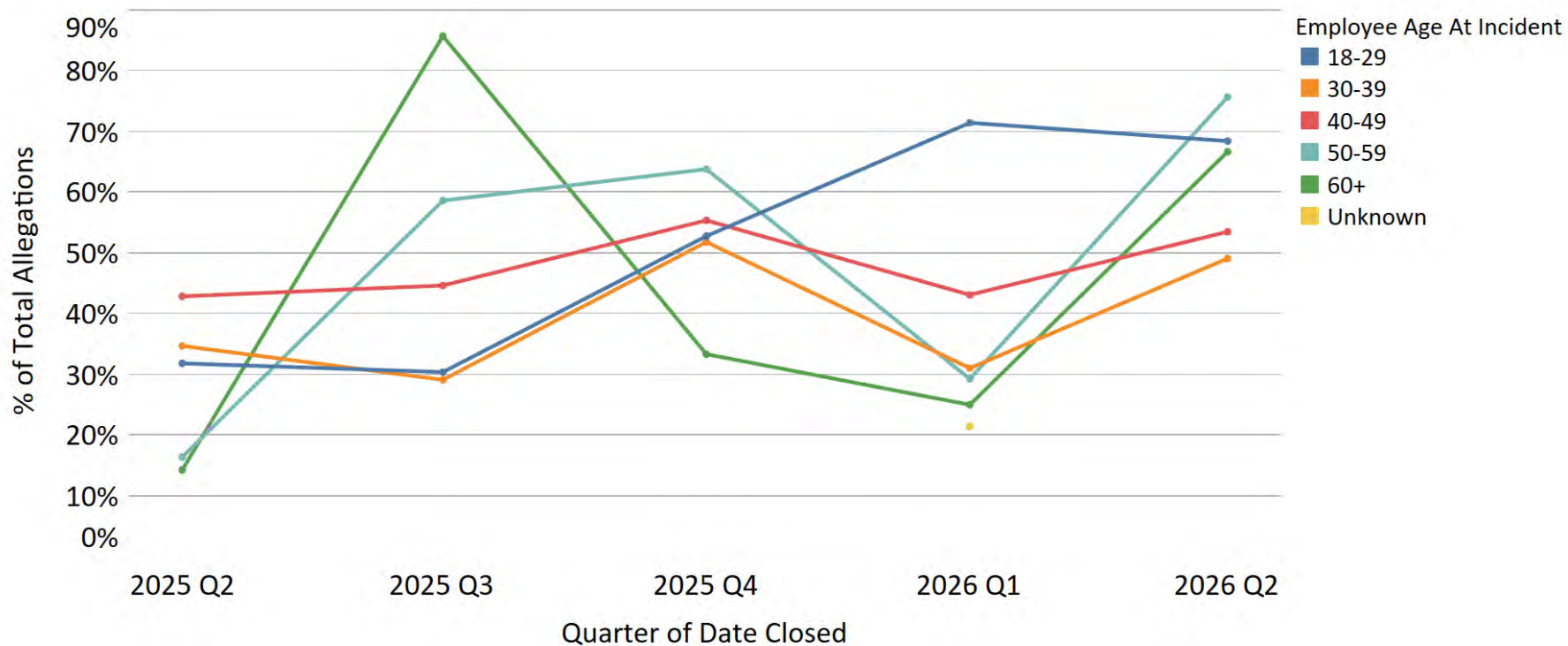
Percentage of Sustained Allegations by Race



Percentage of Sustained and Not Sustained Allegations by Age

			Employee Age At Incident				
			18-29	30-39	40-49	50-59	60+
2025	Q2	Not Sustained	45 68.18%	64 65.31%	24 57.14%	51 83.61%	6 85.71%
		Sustained	21 31.82%	34 34.69%	18 42.86%	10 16.39%	1 14.29%
2026	Q2	Not Sustained	6 31.58%	28 50.91%	20 46.51%	9 24.32%	2 33.33%
		Sustained	13 68.42%	27 49.09%	23 53.49%	28 75.68%	4 66.67%

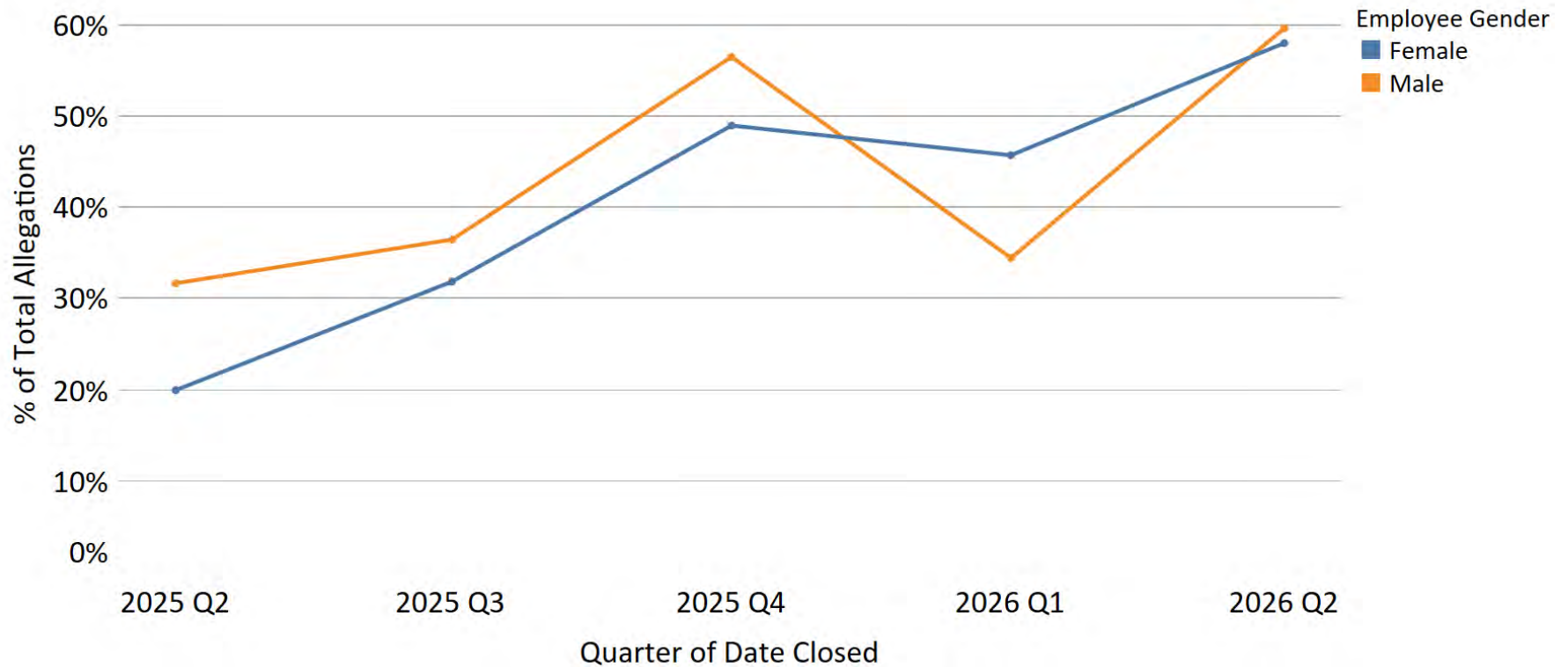
Percentage of Sustained Allegations by Age



Percentage of Sustained and Not Sustained Allegations by Gender

			Female	Male
2025	Q2	Not Sustained	20 80.00%	170 68.27%
		Sustained	5 20.00%	79 31.73%
2026	Q2	Not Sustained	13 41.94%	52 40.31%
		Sustained	18 58.06%	77 59.69%

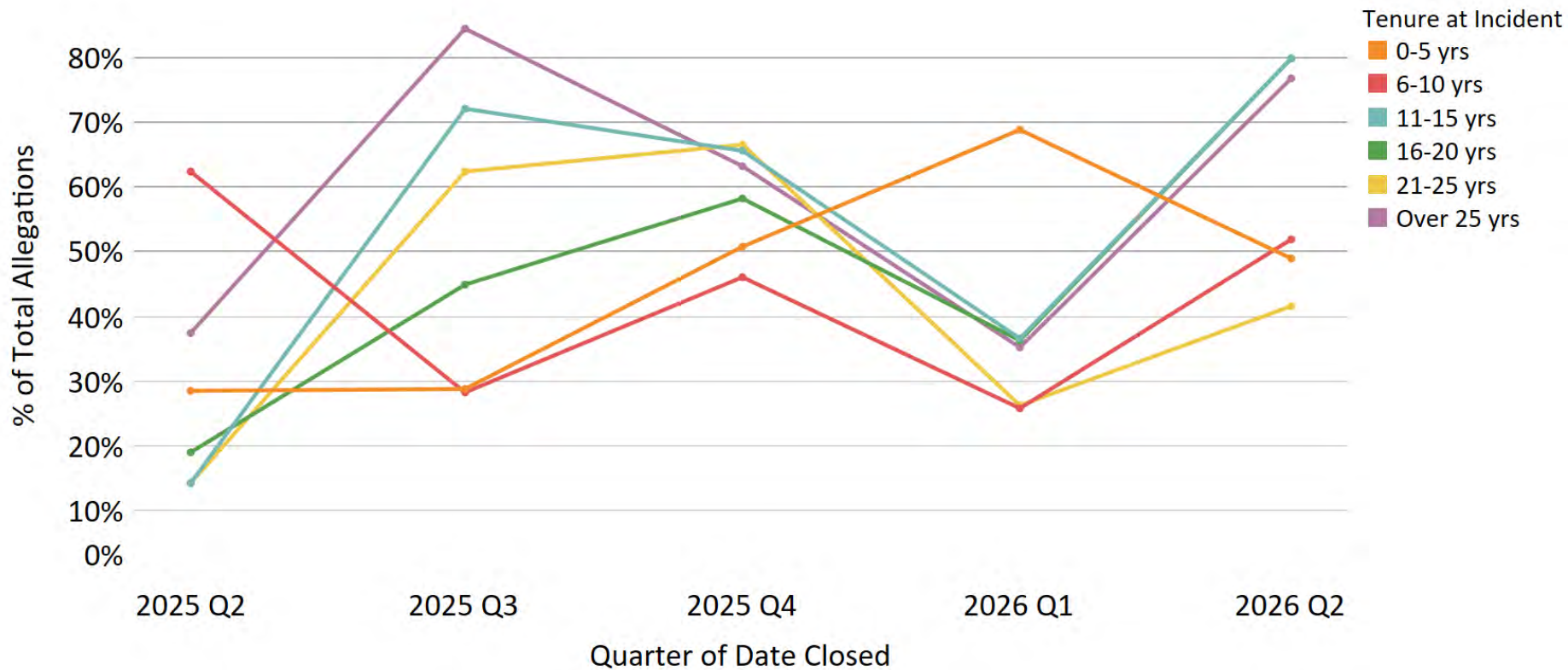
Percentage of Sustained Allegations by Gender



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
2025	Q2	Not Sustained	70 71.43%	21 37.50%	42 85.71%	34 80.95%	18 85.71%	5 62.50%
		Sustained	28 28.57%	35 62.50%	7 14.29%	8 19.05%	3 14.29%	3 37.50%
2026	Q2	Not Sustained	27 50.94%	12 48.00%	5 20.00%	4 20.00%	14 58.33%	3 23.08%
		Sustained	26 49.06%	13 52.00%	20 80.00%	16 80.00%	10 41.67%	10 76.92%

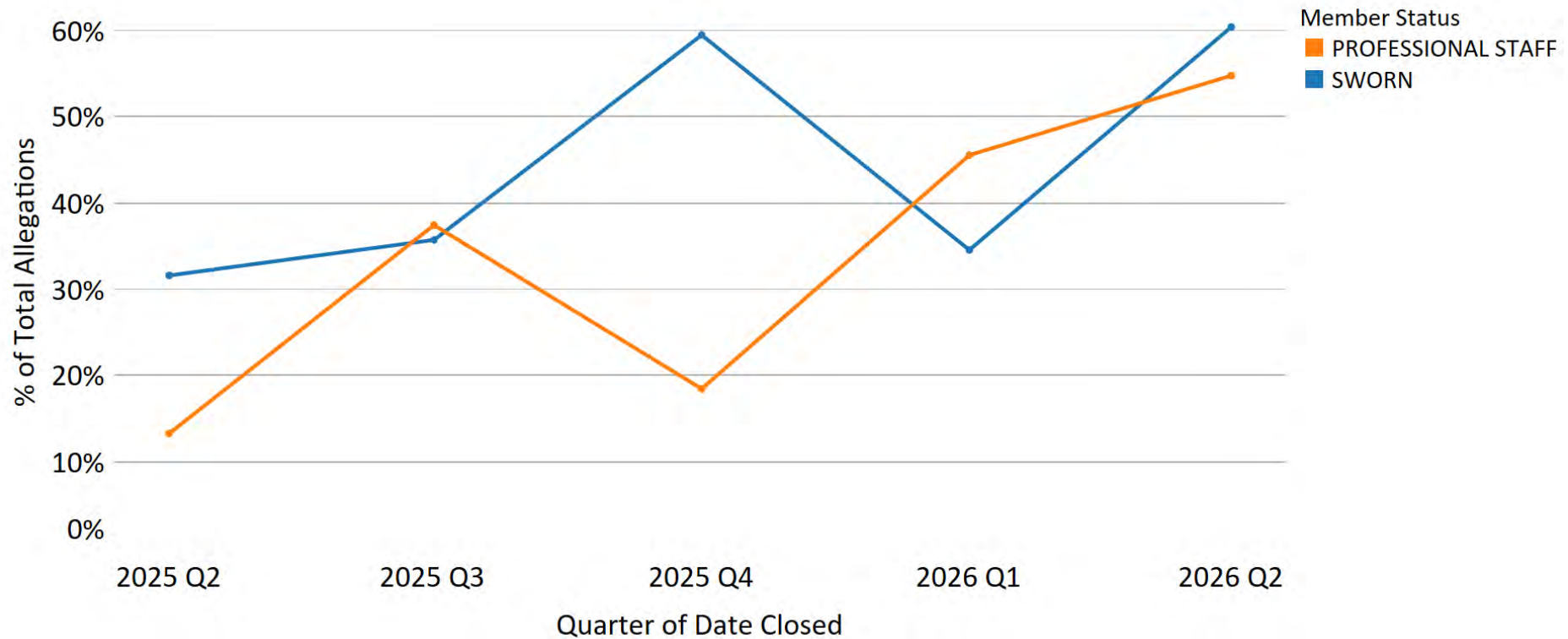
Percentage of Sustained Allegations by Tenure

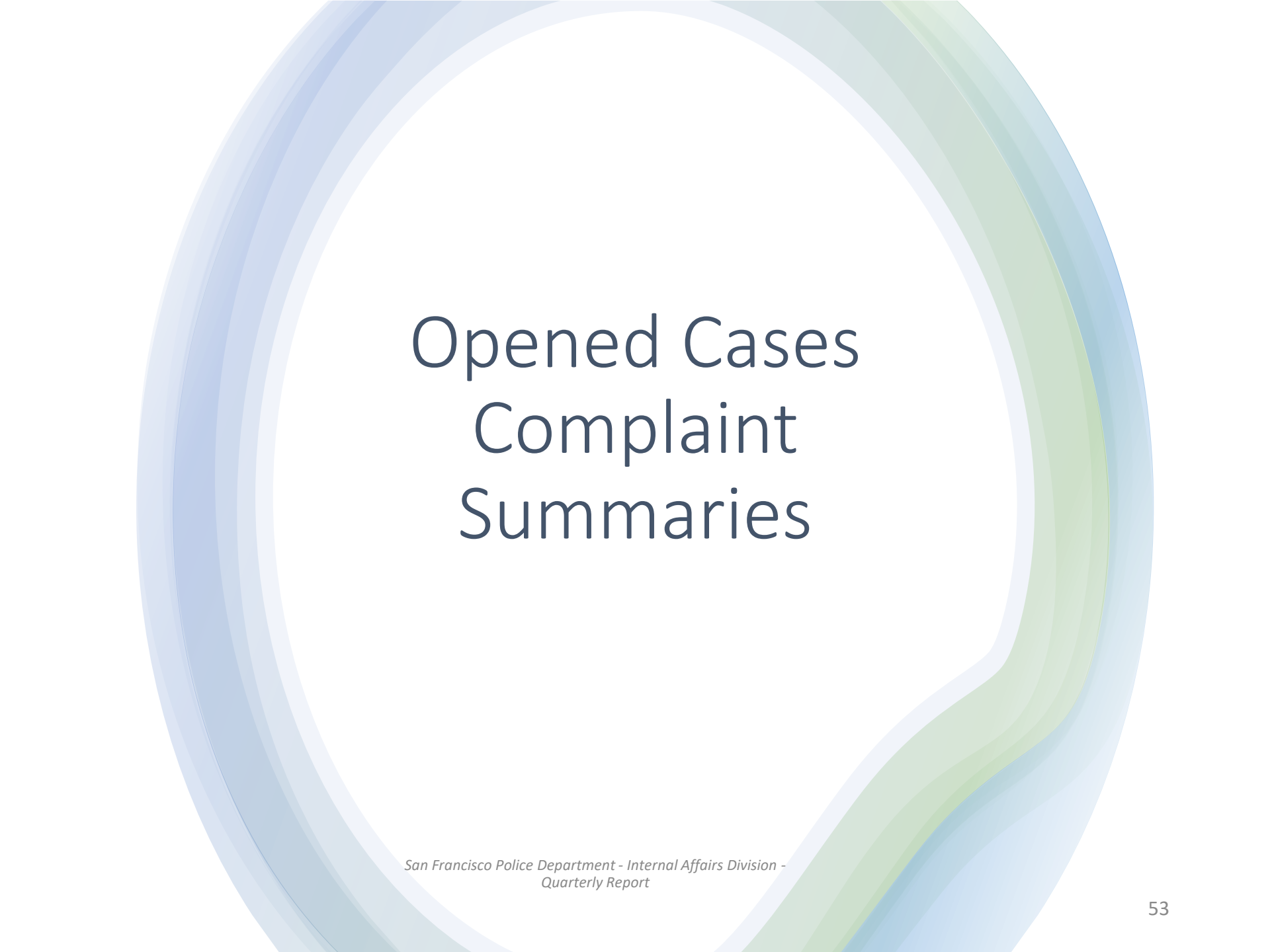


Percentage of Sustained and Not Sustained Allegations by Member Status

			PROFESSIONAL	
			STAFF	SWORN
2025	Q2	Not Sustained	13 86.67%	177 68.34%
		Sustained	2 13.33%	82 31.66%
2026	Q2	Not Sustained	14 45.16%	51 39.53%
		Sustained	17 54.84%	78 60.47%

Percentage of Sustained Allegations by Member Status





Opened Cases Complaint Summaries

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

Complaint Summaries – Q2 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0037	Conduct Unbecoming	Violated DGO 2.01.03, Rule 1(d), issued an improper citation.
MCD-2026-0038	Conduct Unbecoming	Took a photo with an AK-47 rifle and posted it on social media, in violation of DGO 2.01.03 Rule 1 Misconduct.
MCD-2026-0039	Failure to Appear (Range)	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0040	Failure to Appear (Range)	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0041	Failure to Appear (Range)	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0042	Failure to Appear (Range)	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0043	Failure to Appear (Range)	Did not attend range qualification during the required qualification month, in violation of DN 25-084, Range Qualification and Weapons Storage.
MCD-2026-0046	Neglect Of Duty	Spent work hours doing schoolwork neglected workplace duties. Regularly leaves work early to attend classes. These allegations are potential violations of DGO 2.01.03 Rule 3 - Attention to Duty, Rule 4 - Reporting for Duty, and DGO 1.04 - Duties of Sergeants.
MCD-2026-0049	Neglect Of Duty	Made the complainant wait too long in the waiting area and failed to take a police report. These allegations are potential violations of DGO 2.01 - Rule 1: Neglect of Duty.
MCD-2026-0050	Failure To Write An Incident Report	Refused to take a police report, in violation of DGO 2.01, Rule 1: Neglect of Duty.
MCD-2026-0051	Neglect of Duty (Lost Property)	Lost a department issued body worn camera. This allegation is a potential violation of DGO 10.02.01.A.1 - Safekeeping of Equipment.
MCD-2026-0052	Conduct Unbecoming	Arrested for possession of a stolen firearm and possession of stolen property, in violation of DGO 2.01.03, Rule 1 Misconduct.

Complaint Summaries – Q2 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0053	Conduct Unbecoming, Insubordination	Was insubordinate to a supervisor, in violation of DGO 2.01.03, Rule 14. Engaged in disrespectful behavior toward others, in violation of DGO 2.01.03, Rule 7.
MCD-2026-0054	Conduct Unbecoming	Bullied another member for several months, in violation of the Department of Human Resources' Equitable, Fair, and Respectful Workplace Policy.
MCD-2026-0056	Insubordination	Was insubordinate, in violation of DGO 2.01.03, Rule 14.
MCD-2026-0057	Neglect Of Duty	Neglected to notify a supervisor regarding an in-person complaint by a citizen, in violation of DGO 2.04.02(B).
MCD-2026-0058	Neglect of Duty (Lost Property)	Lost a department-issued radio while on duty, in violation of DGO 2.01.03, Rule 23.
MCD-2026-0059	Conduct Unbecoming	Received "special treatment" by being recorded as working regular hours while out on leave, in violation of DGO 2.01.03, Rule 1.
MCD-2026-0059	Neglect Of Duty	Failed to monitor an employee HRMS panel, in violation of DGO 1.04(A)(2)(b) - Supervision/Reports and Records.
MCD-2026-0059	Neglect Of Duty	Failed to monitor an employee HRMS panel of a subordinate employee, in violation of DGO 1.04(A)(2)(b) - Supervision/Reports and Records.
MCD-2026-0059	Neglect Of Duty	Failed to properly monitor an employee HRMS panel, in violation of DGO 1.06(A)(4) - General Duties/Records Maintenance.
MCD-2026-0060	Inappropriate Comments	Made inappropriate comments to the reportee regarding a complaint they wanted to file, in violation of DGO 2.01.03, Rule 8.
MCD-2026-0060	Inappropriate Comments	Made inappropriate comments to the reportee regarding a complaint they wanted to file, in violation of DGO 2.01.03, Rule 8.
MCD-2026-0061	Conduct Unbecoming	Contacted a complainant and requested withdrawal of a complaint regarding a potential violation or face retaliation, in violation of DGO 2.01.03, Rule 1 Misconduct, Conduct Unbecoming and DN 23-192 Equitable, Fair, and Respectful Workplace Policy.
MCD-2026-0062	Conduct Unbecoming	Was rude to a member of the public, in violation of DGO 2.01.09 Rule #1 (a) - Conduct Unbecoming.

Complaint Summaries – Q2 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0063	Conduct Unbecoming	Behaved in a hostile and intimidating manner toward another on-duty SFPD member, in violation of DGO 2.01, Rule 9 Misconduct and DN 20-132 Rumors and Bullying in the Workplace.
MCD-2026-0064	Neglect Of Duty	Failed to complete a required police report and instead directed victims to go elsewhere in violation of Department General Order 2.01.03, 9. Written Reports.
MCD-2026-0064	Neglect Of Duty	Failed to complete a required police report and instead directed victims to go elsewhere in violation of Department General Order 2.01.03, 9. Written Reports.
MCD-2026-0065	Conduct Reflecting Discredit, Conduct Unbecoming (x5)	While off duty, caused a disturbance that resulted in a police response. Was advised by venue personnel to leave, in violation of DGO 2.01.03, Rule 1 - Misconduct. Presented an SFPD identification while being detained by the local police officers, in violation of DGO 2.01.03, Rule 1 - Misconduct. Returned to the venue after having been verbally trespassed, resulting in a second police response, in violation of DGO 2.01.03, Rule 1 - Misconduct. Threatened a security guard, in violation of DGO 2.01.03, Rule 1 - Misconduct. Spoke rudely, in violation of DGO 2.01.03, Rule 1 - Misconduct. Conduct generated multiple calls for service. Self identified as a police officer during the incident, thereby bringing discredit upon the department, in violation of DGO 2.01.03 Rule 1 - Misconduct.
MCD-2026-0066	Neglect Of Duty, Neglect of Duty (BWC)	Was on duty without required equipment and was involved in an incident necessitating police action, in violation of DGO 10.02.E, Rule 2 [Required Equipment]. Failed to active a body worn camera per DGO 10.11.05, Rule B [Activation of Body Worn Camera].
MCD-2026-0067	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0068	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0069	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0070	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.

Complaint Summaries – Q2 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0071	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0072	Failure to Appear (Range)	Failed to report for bi-annual Range Qualification in violation of DN 22-071 Range Qualification and DGO 2.01.03, Rule 5 Performing Duties.
MCD-2026-0073	Neglect of Duty (Lost Property)	Lost a Department issued police star, in violation of DGO 2.01.03, Rule 23 Department Property.
MCD-2026-0074	Conduct Reflecting Discredit, Conduct Unbecoming	Gave a testimonial in an official capacity without permission from the Police Commission, in violation of DGO 2.01.03, Rule 27 - Prohibition on Use of Authority or Position. Engaged in conduct that reflects discredit upon the Department, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2026-0074	Conduct Reflecting Discredit, Conduct Unbecoming	Gave a testimonial in an official capacity without permission from the Police Commission, in violation of DGO 2.01.03, Rule 27 - Prohibition on Use of Authority or Position. Engaged in conduct that reflects discredit upon the Department, in violation of DGO 2.01.03, Rule 1 - Misconduct.
MCD-2026-0075	Neglect Of Duty	Lost property belonging to a prisoner, in violation of DGO 2.01.03 - Neglect of Duty.
MCD-2026-0076	Discourtesy	Was discourteous to a member of the public, in violation of DGO 2.01.03 - Rule 7, Respectfulness.
MCD-2026-0077	Neglect of Duty (Lost Property)	Lost a Department-issued star, in violation of DGO 2.01.03, Rule 23, Department Property.
MCD-2026-0078	Neglect of Duty (Lost Property)	Lost a Department-issued Body Worn Camera (BWC) while on duty, in violation of DGO 2.01.03, Rule 23, Department Property.
MCD-2026-0079	Conduct Unbecoming (x3), Domestic Violence	Was detained during a domestic disturbance investigation, in violation of DGO 2.01.03, Rule 1 Misconduct. Was cited for misdemeanor battery, in violation of DGO 2.01.03, Rule 1 Misconduct. Became the restrained party in an Emergency Protective Order, in violation of DGO 2.01.03, Rule 1 Misconduct.

Complaint Summaries – Q2 2026 Opened Cases

Case Number	Allegation Type	Summary
MCD-2026-0080	Neglect Of Duty	Negligently discharged an Extended Range Impact Weapon (ERIW) while on duty, in violation of DGO 2.01.03, Rule 23 (Department Property).
MCD-2026-0081	Conduct Unbecoming	Engaged in unwarranted advances towards an intoxicated person, in violation of DGO 2.01.03, Rule 1.
MCD-2026-0082	Neglect Of Duty	Refused to add information to a police report, in violation of DGO 2.01.03, Rule 9, Written Reports.
MCD-2026-0083	Conduct Unbecoming, Unwarranted Action	Acted unprofessionally during a traffic stop, in violation of DGO 2.01.03, Rule 1 - Misconduct and Rule 8 - Public Courtesy. Detention of the complainant was in violation of DGO 5.03 Investigative Detentions.
MCD-2026-0083	Conduct Unbecoming, Unwarranted Action	Acted unprofessionally during a traffic stop, in violation of DGO 2.01.03, Rule 1 - Misconduct and Rule 8 - Public Courtesy. Detention of the complainant was in violation of DGO 5.03 Investigative Detentions.
OIS-2026-0001	Administrative Investigation	OIS - Administrative Investigation
OIS-2026-0001	Administrative Investigation	OIS - Administrative Investigation
OIS-2026-0001	Administrative Investigation	OIS - Administrative Investigation
UOF 26-0002	Unnecessary Force	Use of Force - Administrative Investigation

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

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