



# DEPARTMENT NOTICE

19-240  
12/23/19

## “Not On My Watch” Pledge

Several years ago, an idea emerged from our rank and file to affirm to the people of San Francisco that we will not tolerate intolerance or bigotry within or outside the San Francisco Police Department. The idea originated from the understanding that our relationship with the community is at the core of our effectiveness as a police agency. In a continuing effort to strengthen this relationship, we pledged to the community and to each other to serve faithfully, honestly and without prejudice and, if anyone suggests there is a place for intolerance, we pledge, “Not on My Watch.”

I am proud that the words in this pledge challenge all of us to the highest ideals of honor and service. This pledge captures the sentiments of the members I have come to know and am privileged to serve with. We are professionals who do not accept intolerance in our day to day interactions with each other or with the community. I ask you to take this pledge and to re-affirm these values, because they represent the integrity and the honor that is within all of us.

Although we have made this pledge, these words and the sentiments behind them merit repeating; to reaffirm for ourselves and to our community who we are and what we stand for. We live in one of the most diverse areas in the world, and each of us must stay vigilant, ensuring that bigotry and intolerance have no place in the San Francisco Police Department.

Commanding officers, platoon commanders, supervisors and directors shall review the principles of the “Not On My Watch” pledge at lineups and briefings. Your leadership, courage, and high ethical standards continue to make San Francisco one of the finest cities in the world.

A handwritten signature in blue ink that reads "Will Scott".

WILLIAM SCOTT  
Chief of Police

*Per DB 19-156, both sworn and non-sworn members are required to electronically acknowledge receipt and review of this Department Notice in HRMS. Any questions regarding this policy should be made to [sfpd.writtendirectives@sfgov.org](mailto:sfpd.writtendirectives@sfgov.org) who will provide additional guidance about the directive.*



**SAN FRANCISCO POLICE DEPARTMENT  
NOT ON MY WATCH  
PLEDGE**

I, [Full Name], pledge to serve the people of San Francisco faithfully and honestly without prejudice.

I will not tolerate hate or bigotry in our community or from my fellow officers.

I will confront intolerance and report any such conduct without question or pause.

I will maintain the integrity of the San Francisco Police Department and safeguard the trust of the people of San Francisco.

I will treat members of the community as I would hope to be treated myself.

I will pursue justice with compassion and respect the dignity of others.

For those who would suggest there is any place for the stain of intolerance, I pledge, Not On My Watch.