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## APPENDIX A – REPORT BODY DESCRIPTIVE TABLES

### A.1 Stops by Identity Group and Reason for Stop

	Identity Group	Reasonable Suspicion	Traffic Violation	Other Reasons	Total
Race/Ethnicity	Asian	12745 (5.6%)	213445 (93.3%)	2600 (1.1%)	228790 (100.0%)
	Black	133216 (21.0%)	474548 (74.7%)	27328 (4.3%)	635092 (100.0%)
	Hispanic	165340 (10.7%)	1341530 (86.4%)	45615 (2.9%)	1552485 (100.0%)
	Middle Eastern/South Asian	7430 (4.0%)	178512 (95.4%)	1186 (0.6%)	187128 (100.0%)
	Multiracial	4878 (13.2%)	30822 (83.3%)	1315 (3.6%)	37015 (100.0%)
	Native American	1052 (12.7%)	6878 (83.2%)	341 (4.1%)	8271 (100.0%)
	Pacific Islander	2542 (12.1%)	17882 (84.8%)	668 (3.2%)	21092 (100.0%)
	White	154062 (11.7%)	1130775 (85.5%)	37364 (2.8%)	1322201 (100.0%)
Gender	Female	113332 (9.9%)	1005907 (88.0%)	24022 (2.1%)	1143261 (100.0%)
	Gender Nonconforming	716 (29.5%)	1569 (64.5%)	146 (6.0%)	2431 (100.0%)
	Male	364703 (12.8%)	2384632 (83.9%)	91883 (3.2%)	2841218 (100.0%)
	Transgender Man/Boy	1450 (44.0%)	1624 (49.3%)	220 (6.7%)	3294 (100.0%)
	Transgender Woman/Girl	1064 (56.9%)	660 (35.3%)	146 (7.8%)	1870 (100.0%)
Age Group	1-9	441 (22.9%)	1269 (65.9%)	217 (11.3%)	1927 (100.0%)
	10-14	4368 (60.9%)	1439 (20.1%)	1368 (19.1%)	7175 (100.0%)
	15-17	13103 (30.5%)	25243 (58.8%)	4557 (10.6%)	42903 (100.0%)
	18-24	69981 (10.8%)	562510 (86.7%)	16421 (2.5%)	648912 (100.0%)
	25-34	158591 (12.3%)	1088380 (84.5%)	41570 (3.2%)	1288541 (100.0%)
	35-44	106857 (12.2%)	739564 (84.7%)	26401 (3.0%)	872822 (100.0%)
	45-54	74977 (12.1%)	527293 (85.3%)	16216 (2.6%)	618486 (100.0%)
	55-64	41681 (11.5%)	313780 (86.4%)	7627 (2.1%)	363088 (100.0%)

<b>Identity Group</b>	<b>Reasonable Suspicion</b>	<b>Traffic Violation</b>	<b>Other Reasons</b>	<b>Total</b>
65+	11266 (7.6%)	134914 (91.0%)	2040 (1.4%)	148220 (100.0%)
Overall	481265 (12.1%)	3394392 (85.0%)	116417 (2.9%)	3992074 (100.0%)

## A.2 Stops by Identity Group and Calls for Service

	Identity Group	Officer-initiated Stops	Call for Service Stops	Total
Race/Ethnicity	Asian	221848 (97.0%)	6942 (3.0%)	228790 (100.0%)
	Black	581989 (91.6%)	53103 (8.4%)	635092 (100.0%)
	Hispanic	1490329 (96.0%)	62156 (4.0%)	1552485 (100.0%)
	Middle Eastern/South Asian	183076 (97.8%)	4052 (2.2%)	187128 (100.0%)
	Multiracial	34584 (93.4%)	2431 (6.6%)	37015 (100.0%)
	Native American	7804 (94.4%)	467 (5.6%)	8271 (100.0%)
	Pacific Islander	19834 (94.0%)	1258 (6.0%)	21092 (100.0%)
	White	1253875 (94.8%)	68326 (5.2%)	1322201 (100.0%)
Gender	Female	1091182 (95.4%)	52079 (4.6%)	1143261 (100.0%)
	Gender Nonconforming	2036 (83.8%)	395 (16.2%)	2431 (100.0%)
	Male	2695971 (94.9%)	145247 (5.1%)	2841218 (100.0%)
	Transgender Man/Boy	2767 (84.0%)	527 (16.0%)	3294 (100.0%)
	Transgender Woman/Girl	1383 (74.0%)	487 (26.0%)	1870 (100.0%)
Age Group	1-9	1685 (87.4%)	242 (12.6%)	1927 (100.0%)
	10-14	4585 (63.9%)	2590 (36.1%)	7175 (100.0%)
	15-17	36751 (85.7%)	6152 (14.3%)	42903 (100.0%)
	18-24	623357 (96.1%)	25555 (3.9%)	648912 (100.0%)
	25-34	1221736 (94.8%)	66805 (5.2%)	1288541 (100.0%)
	35-44	825845 (94.6%)	46977 (5.4%)	872822 (100.0%)
	45-54	588511 (95.2%)	29975 (4.8%)	618486 (100.0%)
	55-64	347735 (95.8%)	15353 (4.2%)	363088 (100.0%)
65+	143134 (96.6%)	5086 (3.4%)	148220 (100.0%)	
	Overall	3793339 (95.0%)	198735 (5.0%)	3992074 (100.0%)

### A.3 Stops by Identity Group and Call for Service without Traffic Violations

	Identity Group	Officer-initiated Stops	Calls for Service Stops	Total
Race/Ethnicity	Asian	9468 (61.7%)	5877 (38.3%)	15345 (100.0%)
	Black	110972 (69.1%)	49572 (30.9%)	160544 (100.0%)
	Hispanic	157731 (74.8%)	53224 (25.2%)	210955 (100.0%)
	Middle Eastern/South Asian	5355 (62.2%)	3261 (37.8%)	8616 (100.0%)
	Multiracial	4031 (65.1%)	2162 (34.9%)	6193 (100.0%)
	Native American	995 (71.4%)	398 (28.6%)	1393 (100.0%)
	Pacific Islander	2078 (64.7%)	1132 (35.3%)	3210 (100.0%)
	White	130808 (68.3%)	60618 (31.7%)	191426 (100.0%)
Gender	Female	91641 (66.7%)	45713 (33.3%)	137354 (100.0%)
	Gender Nonconforming	494 (57.3%)	368 (42.7%)	862 (100.0%)
	Male	327398 (71.7%)	129188 (28.3%)	456586 (100.0%)
	Transgender Man/Boy	1172 (70.2%)	498 (29.8%)	1670 (100.0%)
	Transgender Woman/Girl	733 (60.6%)	477 (39.4%)	1210 (100.0%)
Age Group	1-9	435 (66.1%)	223 (33.9%)	658 (100.0%)
	10-14	3200 (55.8%)	2536 (44.2%)	5736 (100.0%)
	15-17	11819 (66.9%)	5841 (33.1%)	17660 (100.0%)
	18-24	64698 (74.9%)	21704 (25.1%)	86402 (100.0%)
	25-34	140385 (70.1%)	59776 (29.9%)	200161 (100.0%)
	35-44	91144 (68.4%)	42114 (31.6%)	133258 (100.0%)
	45-54	64564 (70.8%)	26629 (29.2%)	91193 (100.0%)
	55-64	36073 (73.2%)	13235 (26.8%)	49308 (100.0%)
65+	9120 (68.5%)	4186 (31.5%)	13306 (100.0%)	

	<b>Identity Group</b>	<b>Officer-initiated Stops</b>	<b>Calls for Service Stops</b>	<b>Total</b>
LGBT	LGBT	6236 (61.9%)	3834 (38.1%)	10070 (100.0%)
	Non-LGBT	415202 (70.7%)	172410 (29.3%)	587612 (100.0%)
Limited English Fluency	English Fluent	402014 (70.6%)	167766 (29.4%)	569780 (100.0%)
	Limited/No English Fluency	19424 (69.6%)	8478 (30.4%)	27902 (100.0%)
Disability	Disability	15846 (42.4%)	21549 (57.6%)	37395 (100.0%)
	No Disability	405591 (72.4%)	154694 (27.6%)	560285 (100.0%)
	Overall	421438 (70.5%)	176244 (29.5%)	597682 (100.0%)



#### A.4 Stops by Identity Group and Average Actions Taken During Stop

	Identity Group	Overall Average Actions Taken	Average Actions Taken During Stops with Actions
Race/Ethnicity	Asian	0.20	2.36
	Black	0.84	2.56
	Hispanic	0.51	2.53
	Middle Eastern/South Asian	0.15	2.21
	Multiracial	0.56	2.61
	Native American	0.49	2.66
	Pacific Islander	0.47	2.64
	White	0.37	2.50
Gender	Female	0.31	2.32
	Gender Nonconforming	1.07	2.57
	Male	0.55	2.57
	Transgender Man/Boy	1.28	2.54
	Transgender Woman/Girl	1.41	2.41
Age Group	1-9	0.52	2.04
	10-14	1.39	2.17
	15-17	1.06	2.40
	18-24	0.53	2.54
	25-34	0.57	2.60
	35-44	0.48	2.56
	45-54	0.38	2.42

<b>Identity Group</b>		<b>Overall Average Actions Taken</b>	<b>Average Actions Taken During Stops with Actions</b>
	55-64	0.29	2.30
	65+	0.17	2.10
LGBT	Non-LGBT	0.48	2.52
	LGBT	0.96	2.63
Limited English Fluency	Limited/No English Fluency	0.48	2.53
	English Fluent	0.59	2.43
Disability	No Disability	0.47	2.52
	Disability	1.74	2.52
	Overall	0.48	2.52

## A.5 Stops by Identity Group and Actions Taken During Stop

	Identity Group	Searched	Handcuffed	Detained	Ordered Vehicle Exit
Race/Ethnicity	Asian	9709 (4.2%)	8164 (3.6%)	10321 (4.5%)	3242 (1.4%)
	Black	130344 (20.5%)	89568 (14.1%)	113143 (17.8%)	49169 (7.7%)
	Hispanic	190167 (12.2%)	137543 (8.9%)	160710 (10.4%)	70361 (4.5%)
	Middle Eastern/South Asian	5789 (3.1%)	5080 (2.7%)	6690 (3.6%)	2390 (1.3%)
	Multiracial	4841 (13.1%)	3282 (8.9%)	4637 (12.5%)	1710 (4.6%)
	Native American	888 (10.7%)	796 (9.6%)	779 (9.4%)	224 (2.7%)
	Pacific Islander	2178 (10.3%)	1841 (8.7%)	2104 (10.0%)	643 (3.0%)
	White	108248 (8.2%)	87698 (6.6%)	107982 (8.2%)	27568 (2.1%)
Gender	Female	74168 (6.5%)	63016 (5.5%)	84691 (7.4%)	29803 (2.6%)
	Gender Nonconforming	524 (21.6%)	453 (18.6%)	581 (23.9%)	284 (11.7%)
	Male	375797 (13.2%)	268924 (9.5%)	319628 (11.2%)	124958 (4.4%)
	Transgender Man/Boy	1065 (32.3%)	948 (28.8%)	791 (24.0%)	146 (4.4%)
	Transgender Woman/Girl	610 (32.6%)	631 (33.7%)	675 (36.1%)	116 (6.2%)
Age Group	1-9	234 (12.1%)	103 (5.3%)	273 (14.2%)	72 (3.7%)
	10-14	2490 (34.7%)	2167 (30.2%)	2413 (33.6%)	347 (4.8%)
	15-17	11431 (26.6%)	8881 (20.7%)	9909 (23.1%)	3397 (7.9%)
	18-24	81561 (12.6%)	55447 (8.5%)	66229 (10.2%)	37281 (5.7%)
	25-34	176213 (13.7%)	126824 (9.8%)	149788 (11.6%)	63785 (5.0%)
	35-44	97988 (11.2%)	75087 (8.6%)	90504 (10.4%)	29336 (3.4%)
	45-54	53260 (8.6%)	41850 (6.8%)	54671 (8.8%)	14045 (2.3%)
	55-64	23590 (6.5%)	19292 (5.3%)	25908 (7.1%)	5696 (1.6%)
	65+	5397 (3.6%)	4321 (2.9%)	6671 (4.5%)	1348 (0.9%)

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<b>Identity Group</b>	<b>Searched</b>	<b>Handcuffed</b>	<b>Detained</b>	<b>Ordered Vehicle Exit</b>
Total	452164 (11.3%)	333972 (8.4%)	406366 (10.2%)	155307 (3.9%)

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## A.6 All Actions Taken During Stop by Race/Ethnicity

Action Taken	Asian	Black	Hispanic	Middle Eastern/South Asian	Multiracial	Native American	Pacific Islander	White
Removed from Vehicle by Order	3242 (1.4%)	49169 (7.7%)	70361 (4.5%)	2390 (1.3%)	1710 (4.6%)	224 (2.7%)	643 (3.0%)	27568 (2.1%)
Removed from Vehicle by Physical Contact	276 (0.1%)	3712 (0.6%)	3812 (0.2%)	131 (0.1%)	126 (0.3%)	14 (0.2%)	61 (0.3%)	1798 (0.1%)
Field Sobriety Test	2481 (1.1%)	7068 (1.1%)	30168 (1.9%)	1670 (0.9%)	524 (1.4%)	250 (3.0%)	378 (1.8%)	18965 (1.4%)
Curbside Detention	5755 (2.5%)	73094 (11.5%)	100070 (6.4%)	3752 (2.0%)	2738 (7.4%)	515 (6.2%)	1234 (5.9%)	69924 (5.3%)
Handcuffed	8164 (3.6%)	89568 (14.1%)	137543 (8.9%)	5080 (2.7%)	3282 (8.9%)	796 (9.6%)	1841 (8.7%)	87698 (6.6%)
Patrol Car Detention	5197 (2.3%)	47994 (7.6%)	72678 (4.7%)	3325 (1.8%)	2204 (6.0%)	344 (4.2%)	1050 (5.0%)	47224 (3.6%)
Canine Search	46 (0.0%)	267 (0.0%)	1150 (0.1%)	23 (0.0%)	20 (0.1%)	6 (0.1%)	16 (0.1%)	318 (0.0%)
Firearm Point	338 (0.1%)	4768 (0.8%)	6708 (0.4%)	194 (0.1%)	169 (0.5%)	29 (0.4%)	102 (0.5%)	3068 (0.2%)
Firearm Discharge	3 (0.0%)	37 (0.0%)	73 (0.0%)	2 (0.0%)	1 (0.0%)	1 (0.0%)	2 (0.0%)	35 (0.0%)
Electronic Control Device	19 (0.0%)	232 (0.0%)	336 (0.0%)	14 (0.0%)	10 (0.0%)	1 (0.0%)	6 (0.0%)	211 (0.0%)
Impact Projectile Discharge	0 (0.0%)	83 (0.0%)	110 (0.0%)	8 (0.0%)	4 (0.0%)	1 (0.0%)	5 (0.0%)	73 (0.0%)

<b>Action Taken</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Middle Eastern/South Asian</b>	<b>Multiracial</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>White</b>
Canine Bite	9 (0.0%)	55 (0.0%)	84 (0.0%)	1 (0.0%)	2 (0.0%)	2 (0.0%)	1 (0.0%)	57 (0.0%)
Baton	3 (0.0%)	89 (0.0%)	99 (0.0%)	3 (0.0%)	11 (0.0%)	0 (0.0%)	6 (0.0%)	73 (0.0%)
Chemical Spray	9 (0.0%)	117 (0.0%)	104 (0.0%)	5 (0.0%)	6 (0.0%)	0 (0.0%)	3 (0.0%)	95 (0.0%)
Other Physical of Vehicle Contact	594 (0.3%)	3489 (0.5%)	4198 (0.3%)	495 (0.3%)	144 (0.4%)	20 (0.2%)	93 (0.4%)	5267 (0.4%)
Person Photographed	659 (0.3%)	4003 (0.6%)	6870 (0.4%)	360 (0.2%)	276 (0.7%)	96 (1.2%)	152 (0.7%)	7109 (0.5%)
Asked for Consent to Search Person	2293 (1.0%)	28309 (4.5%)	43310 (2.8%)	1098 (0.6%)	1335 (3.6%)	221 (2.7%)	537 (2.5%)	29153 (2.2%)
Searched Person	8803 (3.8%)	119932 (18.9%)	176317 (11.4%)	5300 (2.8%)	4351 (11.8%)	830 (10.0%)	1978 (9.4%)	99864 (7.6%)
Asked for Consent to Search Property	1708 (0.7%)	20662 (3.3%)	26346 (1.7%)	774 (0.4%)	795 (2.1%)	130 (1.6%)	358 (1.7%)	15973 (1.2%)
Searched Property	4014 (1.8%)	61934 (9.8%)	78867 (5.1%)	2311 (1.2%)	2301 (6.2%)	343 (4.1%)	897 (4.3%)	47350 (3.6%)
Property Seized	1017 (0.4%)	7362 (1.2%)	10881 (0.7%)	429 (0.2%)	387 (1.0%)	81 (1.0%)	213 (1.0%)	9792 (0.7%)
Vehicle Impound	1244 (0.5%)	8290 (1.3%)	25097 (1.6%)	918 (0.5%)	437 (1.2%)	155 (1.9%)	261 (1.2%)	11161 (0.8%)
Admission/Written Statement Obtained from Student	10 (0.0%)	181 (0.0%)	293 (0.0%)	11 (0.0%)	6 (0.0%)	2 (0.0%)	6 (0.0%)	118 (0.0%)

<b>Action Taken</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Middle Eastern/South Asian</b>	<b>Multiracial</b>	<b>Native American</b>	<b>Pacific Islander</b>	<b>White</b>
No Action Taken	209344 (91.5%)	428165 (67.4%)	1238001 (79.7%)	174325 (93.2%)	29045 (78.5%)	6747 (81.6%)	17361 (82.3%)	1129117 (85.4%)
Search Person Consent Given	1713 (74.7%)	18061 (63.8%)	36582 (84.5%)	825 (75.1%)	1164 (87.2%)	185 (83.7%)	408 (76.0%)	26099 (89.5%)
Search Property Consent Given	1144 (67.0%)	10847 (52.5%)	20650 (78.4%)	520 (67.2%)	632 (79.5%)	99 (76.2%)	232 (64.8%)	13373 (83.7%)

## A.7 All Actions Taken During Stop by Gender

Action Taken	Female	Gender Nonconforming	Male	Transgender Man/Boy	Transgender Woman/Girl
Removed from Vehicle by Order	29803 (2.6%)	284 (11.7%)	124958 (4.4%)	146 (4.4%)	116 (6.2%)
Removed from Vehicle by Physical Contact	1479 (0.1%)	27 (1.1%)	8401 (0.3%)	13 (0.4%)	10 (0.5%)
Field Sobriety Test	13927 (1.2%)	16 (0.7%)	47501 (1.7%)	41 (1.2%)	19 (1.0%)
Curbside Detention	51986 (4.5%)	328 (13.5%)	203827 (7.2%)	486 (14.8%)	455 (24.3%)
Handcuffed	63016 (5.5%)	453 (18.6%)	268924 (9.5%)	948 (28.8%)	631 (33.7%)
Patrol Car Detention	38601 (3.4%)	319 (13.1%)	140421 (4.9%)	393 (11.9%)	282 (15.1%)
Canine Search	292 (0.0%)	0 (0.0%)	1554 (0.1%)	0 (0.0%)	0 (0.0%)
Firearm Point	2616 (0.2%)	22 (0.9%)	12668 (0.4%)	45 (1.4%)	25 (1.3%)
Firearm Discharge	15 (0.0%)	0 (0.0%)	138 (0.0%)	1 (0.0%)	0 (0.0%)
Electronic Control Device	63 (0.0%)	4 (0.2%)	757 (0.0%)	4 (0.1%)	1 (0.1%)
Impact Projectile Discharge	33 (0.0%)	0 (0.0%)	251 (0.0%)	0 (0.0%)	0 (0.0%)
Canine Bite	28 (0.0%)	0 (0.0%)	183 (0.0%)	0 (0.0%)	0 (0.0%)



<b>Action Taken</b>	<b>Female</b>	<b>Gender Nonconforming</b>	<b>Male</b>	<b>Transgender Man/Boy</b>	<b>Transgender Woman/Girl</b>
Baton	25 (0.0%)	1 (0.0%)	257 (0.0%)	0 (0.0%)	1 (0.1%)
Chemical Spray	62 (0.0%)	0 (0.0%)	273 (0.0%)	3 (0.1%)	1 (0.1%)
Other Physical of Vehicle Contact	3674 (0.3%)	31 (1.3%)	10557 (0.4%)	25 (0.8%)	13 (0.7%)
Person Photographed	4760 (0.4%)	47 (1.9%)	14648 (0.5%)	36 (1.1%)	34 (1.8%)
Asked for Consent to Search Person	17117 (1.5%)	162 (6.7%)	88636 (3.1%)	270 (8.2%)	71 (3.8%)
Searched Person	63947 (5.6%)	420 (17.3%)	351459 (12.4%)	1011 (30.7%)	538 (28.8%)
Asked for Consent to Search Property	13046 (1.1%)	130 (5.3%)	53292 (1.9%)	224 (6.8%)	54 (2.9%)
Searched Property	35709 (3.1%)	279 (11.5%)	161240 (5.7%)	487 (14.8%)	302 (16.1%)
Property Seized	5834 (0.5%)	47 (1.9%)	24185 (0.9%)	44 (1.3%)	52 (2.8%)
Vehicle Impound	10657 (0.9%)	34 (1.4%)	36813 (1.3%)	35 (1.1%)	24 (1.3%)
Admission/Written Statement Obtained from Student	185 (0.0%)	1 (0.0%)	441 (0.0%)	0 (0.0%)	0 (0.0%)
No Action Taken	989739 (86.6%)	1416 (58.2%)	2238534 (78.8%)	1637 (49.7%)	779 (41.7%)

<b>Action Taken</b>	<b>Female</b>	<b>Gender Nonconforming</b>	<b>Male</b>	<b>Transgender Man/Boy</b>	<b>Transgender Woman/Girl</b>
Search Person Consent Given	12933 (75.6%)	144 (88.9%)	71688 (80.9%)	217 (80.4%)	55 (77.5%)
Search Property Consent Given	8857 (67.9%)	108 (83.1%)	38320 (71.9%)	172 (76.8%)	40 (74.1%)

## A.8 All Actions Taken During Stop by Age Group

Action Taken	1-9	10-14	15-17	18-24	25-34	35-44	45-54	55-64	65+
Removed from Vehicle by Order	72 (3.7%)	347 (4.8%)	3397 (7.9%)	37281 (5.7%)	63785 (5.0%)	29336 (3.4%)	14045 (2.3%)	5696 (1.6%)	1348 (0.9%)
Removed from Vehicle by Physical Contact	6 (0.3%)	20 (0.3%)	199 (0.5%)	2300 (0.4%)	4173 (0.3%)	1948 (0.2%)	880 (0.1%)	340 (0.1%)	64 (0.0%)
Field Sobriety Test	7 (0.4%)	16 (0.2%)	345 (0.8%)	12299 (1.9%)	23955 (1.9%)	12388 (1.4%)	7087 (1.1%)	4002 (1.1%)	1405 (0.9%)
Curbside Detention	152 (7.9%)	1166 (16.3%)	5938 (13.8%)	43009 (6.6%)	93278 (7.2%)	56220 (6.4%)	35503 (5.7%)	17409 (4.8%)	4407 (3.0%)
Handcuffed	103 (5.3%)	2167 (30.2%)	8881 (20.7%)	55448 (8.5%)	126823 (9.8%)	75087 (8.6%)	41850 (6.8%)	19292 (5.3%)	4321 (2.9%)
Patrol Car Detention	136 (7.1%)	1483 (20.7%)	4863 (11.3%)	27892 (4.3%)	67945 (5.3%)	41440 (4.7%)	23202 (3.8%)	10365 (2.9%)	2690 (1.8%)
Canine Search	6 (0.3%)	9 (0.1%)	42 (0.1%)	349 (0.1%)	664 (0.1%)	447 (0.1%)	227 (0.0%)	78 (0.0%)	24 (0.0%)
Firearm Point	7 (0.4%)	137 (1.9%)	686 (1.6%)	3250 (0.5%)	5905 (0.5%)	3231 (0.4%)	1484 (0.2%)	550 (0.2%)	126 (0.1%)
Firearm Discharge	0 (0.0%)	0 (0.0%)	7 (0.0%)	25 (0.0%)	60 (0.0%)	37 (0.0%)	17 (0.0%)	4 (0.0%)	4 (0.0%)
Electronic Control Device	0 (0.0%)	0 (0.0%)	11 (0.0%)	106 (0.0%)	340 (0.0%)	220 (0.0%)	108 (0.0%)	34 (0.0%)	10 (0.0%)
Impact Projectile Discharge	0 (0.0%)	1 (0.0%)	1 (0.0%)	35 (0.0%)	111 (0.0%)	68 (0.0%)	39 (0.0%)	21 (0.0%)	8 (0.0%)
Canine Bite	0 (0.0%)	2 (0.0%)	6 (0.0%)	42 (0.0%)	93 (0.0%)	45 (0.0%)	19 (0.0%)	4 (0.0%)	0 (0.0%)

Action Taken	1-9	10-14	15-17	18-24	25-34	35-44	45-54	55-64	65+
Baton	0 (0.0%)	0 (0.0%)	1 (0.0%)	29 (0.0%)	138 (0.0%)	63 (0.0%)	36 (0.0%)	14 (0.0%)	3 (0.0%)
Chemical Spray	0 (0.0%)	1 (0.0%)	0 (0.0%)	43 (0.0%)	154 (0.0%)	77 (0.0%)	41 (0.0%)	19 (0.0%)	4 (0.0%)
Other Physical of Vehicle Contact	15 (0.8%)	99 (1.4%)	308 (0.7%)	1997 (0.3%)	5087 (0.4%)	3311 (0.4%)	2070 (0.3%)	1017 (0.3%)	396 (0.3%)
Person Photographed	14 (0.7%)	185 (2.6%)	705 (1.6%)	3048 (0.5%)	6619 (0.5%)	4389 (0.5%)	2707 (0.4%)	1413 (0.4%)	445 (0.3%)
Asked for Consent to Search Person	69 (3.6%)	434 (6.0%)	2081 (4.9%)	17040 (2.6%)	40695 (3.2%)	24936 (2.9%)	14083 (2.3%)	5738 (1.6%)	1180 (0.8%)
Searched Person	168 (8.7%)	2280 (31.8%)	10576 (24.7%)	74586 (11.5%)	162574 (12.6%)	90915 (10.4%)	49384 (8.0%)	21962 (6.0%)	4930 (3.3%)
Asked for Consent to Search Property	58 (3.0%)	284 (4.0%)	1323 (3.1%)	11817 (1.8%)	25830 (2.0%)	15223 (1.7%)	8230 (1.3%)	3258 (0.9%)	723 (0.5%)
Searched Property	144 (7.5%)	828 (11.5%)	4246 (9.9%)	36803 (5.7%)	79891 (6.2%)	42677 (4.9%)	22112 (3.6%)	9301 (2.6%)	2015 (1.4%)
Property Seized	19 (1.0%)	200 (2.8%)	797 (1.9%)	4261 (0.7%)	10967 (0.9%)	7169 (0.8%)	4359 (0.7%)	1977 (0.5%)	413 (0.3%)
Vehicle Impound	15 (0.8%)	52 (0.7%)	705 (1.6%)	9407 (1.4%)	18114 (1.4%)	10067 (1.2%)	5705 (0.9%)	2750 (0.8%)	748 (0.5%)
Admission/Written Statement Obtained from Student	3 (0.2%)	230 (3.2%)	365 (0.9%)	29 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
No Action Taken	1439 (74.7%)	2598 (36.2%)	23988 (55.9%)	514453 (79.3%)	1005077 (78.0%)	709077 (81.2%)	521965 (84.4%)	317337 (87.4%)	136171 (91.9%)
Search Person Consent Given	31 (44.9%)	278 (64.1%)	1461 (70.2%)	12677 (74.4%)	32679 (80.3%)	20565 (82.5%)	11648 (82.7%)	4770 (83.1%)	928 (78.6%)

<b>Action Taken</b>	<b>1-9</b>	<b>10-14</b>	<b>15-17</b>	<b>18-24</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-64</b>	<b>65+</b>
Search Property Consent Given	25 (43.1%)	147 (51.8%)	796 (60.2%)	7833 (66.3%)	18449 (71.4%)	11305 (74.3%)	6033 (73.3%)	2411 (74.0%)	498 (68.9%)

## A.9 All Actions Taken During Stop by LGBT, Limited English Fluency, or Disability Group

Action Taken	Non-LGBT	LGBT	English Fluent	Limited/No English Fluency	No Disability	Disability
Removed from Vehicle by Order	154064 (3.9%)	1243 (4.7%)	146590 (3.8%)	8717 (5.3%)	153763 (3.9%)	1544 (3.4%)
Removed from Vehicle by Physical Contact	9802 (0.2%)	128 (0.5%)	9589 (0.3%)	341 (0.2%)	9735 (0.2%)	195 (0.4%)
Field Sobriety Test	60781 (1.5%)	723 (2.7%)	56053 (1.5%)	5451 (3.3%)	60819 (1.5%)	685 (1.5%)
Curbside Detention	253885 (6.4%)	3197 (12.1%)	244834 (6.4%)	12248 (7.4%)	247678 (6.3%)	9404 (20.4%)
Handcuffed	328681 (8.3%)	5291 (20.1%)	316016 (8.3%)	17956 (10.9%)	313227 (7.9%)	20745 (45.1%)
Patrol Car Detention	177156 (4.5%)	2860 (10.8%)	171915 (4.5%)	8101 (4.9%)	169340 (4.3%)	10676 (23.2%)
Canine Search	1831 (0.0%)	15 (0.1%)	1617 (0.0%)	229 (0.1%)	1818 (0.0%)	28 (0.1%)
Firearm Point	15173 (0.4%)	203 (0.8%)	14590 (0.4%)	786 (0.5%)	14831 (0.4%)	545 (1.2%)
Firearm Discharge	151 (0.0%)	3 (0.0%)	145 (0.0%)	9 (0.0%)	152 (0.0%)	2 (0.0%)
Electronic Control Device	818 (0.0%)	11 (0.0%)	772 (0.0%)	57 (0.0%)	726 (0.0%)	103 (0.2%)
Impact Projectile Discharge	284 (0.0%)	0 (0.0%)	272 (0.0%)	12 (0.0%)	239 (0.0%)	45 (0.1%)
Canine Bite	209 (0.0%)	2 (0.0%)	203 (0.0%)	8 (0.0%)	204 (0.0%)	7 (0.0%)

<b>Action Taken</b>	<b>Non-LGBT</b>	<b>LGBT</b>	<b>English Fluent</b>	<b>Limited/No English Fluency</b>	<b>No Disability</b>	<b>Disability</b>
Baton	279 (0.0%)	5 (0.0%)	275 (0.0%)	9 (0.0%)	257 (0.0%)	27 (0.1%)
Chemical Spray	326 (0.0%)	13 (0.0%)	333 (0.0%)	6 (0.0%)	299 (0.0%)	40 (0.1%)
Other Physical of Vehicle Contact	14087 (0.4%)	213 (0.8%)	13900 (0.4%)	400 (0.2%)	13382 (0.3%)	918 (2.0%)
Person Photographed	19156 (0.5%)	369 (1.4%)	18341 (0.5%)	1184 (0.7%)	18581 (0.5%)	944 (2.1%)
Asked for Consent to Search Person	104878 (2.6%)	1378 (5.2%)	102298 (2.7%)	3958 (2.4%)	101308 (2.6%)	4948 (10.7%)
Searched Person	412068 (10.4%)	5307 (20.1%)	396676 (10.4%)	20699 (12.6%)	398544 (10.1%)	18831 (40.9%)
Asked for Consent to Search Property	65816 (1.7%)	930 (3.5%)	63509 (1.7%)	3237 (2.0%)	63657 (1.6%)	3089 (6.7%)
Searched Property	195544 (4.9%)	2473 (9.4%)	190264 (5.0%)	7753 (4.7%)	192107 (4.9%)	5910 (12.8%)
Property Seized	29697 (0.7%)	465 (1.8%)	28378 (0.7%)	1784 (1.1%)	29019 (0.7%)	1143 (2.5%)
Vehicle Impound	47121 (1.2%)	442 (1.7%)	43080 (1.1%)	4483 (2.7%)	47117 (1.2%)	446 (1.0%)
Admission/Written Statement Obtained from Student	620 (0.0%)	7 (0.0%)	619 (0.0%)	8 (0.0%)	598 (0.0%)	29 (0.1%)
No Action Taken	3215327 (81.1%)	16778 (63.6%)	3107280 (81.2%)	124825 (75.7%)	3217936 (81.5%)	14167 (30.8%)

<b>Action Taken</b>	<b>Non-LGBT</b>	<b>LGBT</b>	<b>English Fluent</b>	<b>Limited/No English Fluency</b>	<b>No Disability</b>	<b>Disability</b>
Search Person Consent Given	83867 (80.0%)	1170 (84.9%)	82506 (80.7%)	2531 (63.9%)	82094 (81.0%)	2943 (59.5%)
Search Property Consent Given	46762 (71.0%)	735 (79.0%)	45573 (71.8%)	1924 (59.4%)	46323 (72.8%)	1174 (38.0%)



### A.10 Stops by Identity Group and Stop Result for Handcuffed Individuals

Identity Group		No Action	Arrested	Other	Total
Race/Ethnicity	Asian	653 (8.0%)	5128 (62.8%)	2383 (29.2%)	8164 (100.0%)
	Black	10021 (11.2%)	48396 (54.0%)	31151 (34.8%)	89568 (100.0%)
	Hispanic	12150 (8.8%)	78244 (56.9%)	47147 (34.3%)	137541 (100.0%)
	Middle Eastern/South Asian	389 (7.7%)	3121 (61.4%)	1570 (30.9%)	5080 (100.0%)
	Multiracial	315 (9.6%)	2062 (62.8%)	905 (27.6%)	3282 (100.0%)
	Native American	56 (7.0%)	589 (74.0%)	151 (19.0%)	796 (100.0%)
	Pacific Islander	180 (9.8%)	1225 (66.5%)	436 (23.7%)	1841 (100.0%)
	White	7734 (8.8%)	55313 (63.1%)	24651 (28.1%)	87698 (100.0%)
Gender	Female	4905 (7.8%)	40439 (64.2%)	17672 (28.0%)	63016 (100.0%)
	Gender Nonconforming	78 (17.2%)	267 (58.9%)	108 (23.8%)	453 (100.0%)
	Male	26418 (9.8%)	152419 (56.7%)	90085 (33.5%)	268922 (100.0%)
	Transgender Man/Boy	71 (7.5%)	559 (59.0%)	318 (33.5%)	948 (100.0%)
	Transgender Woman/Girl	26 (4.1%)	394 (62.4%)	211 (33.4%)	631 (100.0%)
Age Group	1-9	7 (6.8%)	41 (39.8%)	55 (53.4%)	103 (100.0%)
	10-14	161 (7.4%)	698 (32.2%)	1308 (60.4%)	2167 (100.0%)
	15-17	928 (10.5%)	3351 (37.7%)	4601 (51.8%)	8880 (100.0%)
	18-24	5343 (9.6%)	28672 (51.7%)	21431 (38.7%)	55446 (100.0%)
	25-34	12927 (10.2%)	73107 (57.6%)	40790 (32.2%)	126824 (100.0%)
	35-44	6952 (9.3%)	45842 (61.1%)	22293 (29.7%)	75087 (100.0%)
	45-54	3570 (8.5%)	26656 (63.7%)	11624 (27.8%)	41850 (100.0%)
	55-64	1330 (6.9%)	12851 (66.6%)	5111 (26.5%)	19292 (100.0%)
	65+	280 (6.5%)	2860 (66.2%)	1181 (27.3%)	4321 (100.0%)
LGBT	Non-LGBT	31062 (9.5%)	190662 (58.0%)	106955 (32.5%)	328679 (100.0%)

<b>Identity Group</b>		<b>No Action</b>	<b>Arrested</b>	<b>Other</b>	<b>Total</b>
	LGBT	436 (8.2%)	3416 (64.6%)	1439 (27.2%)	5291 (100.0%)
Limited English Fluency	English Fluent	30252 (9.6%)	182585 (57.8%)	103178 (32.6%)	316015 (100.0%)
	Limited/No English Fluency	1246 (6.9%)	11493 (64.0%)	5216 (29.1%)	17955 (100.0%)
Disability	No Disability	30452 (9.7%)	187146 (59.7%)	95627 (30.5%)	313225 (100.0%)
	Disability	1046 (5.0%)	6932 (33.4%)	12767 (61.5%)	20745 (100.0%)
Overall		31498 (9.4%)	194078 (58.1%)	108394 (32.5%)	333970 (100.0%)

### A.11 Stops by Identity Group and Stop Result

Identity Group		Warning	Citation	Arrest	Total
Race/Ethnicity	Asian	51193 (22.4%)	144598 (63.2%)	21467 (9.4%)	228790 (100.0%)
	Black	172031 (27.1%)	248300 (39.1%)	90562 (14.3%)	635092 (100.0%)
	Hispanic	356582 (23.0%)	842691 (54.3%)	193688 (12.5%)	1552485 (100.0%)
	Middle Eastern/South Asian	40993 (21.9%)	127783 (68.3%)	10011 (5.3%)	187128 (100.0%)
	Multiracial	9111 (24.6%)	18872 (51.0%)	4657 (12.6%)	37015 (100.0%)
	Native American	2312 (28.0%)	4015 (48.5%)	1214 (14.7%)	8271 (100.0%)
	Pacific Islander	4847 (23.0%)	11375 (53.9%)	2729 (12.9%)	21092 (100.0%)
	White	352769 (26.7%)	722974 (54.7%)	128174 (9.7%)	1322201 (100.0%)
Gender	Female	269751 (23.6%)	655086 (57.3%)	120421 (10.5%)	1143261 (100.0%)
	Gender Nonconforming	456 (18.8%)	920 (37.8%)	425 (17.5%)	2431 (100.0%)
	Male	718542 (25.3%)	1463596 (51.5%)	330351 (11.6%)	2841218 (100.0%)
	Transgender Man/Boy	677 (20.6%)	660 (20.0%)	782 (23.7%)	3294 (100.0%)
	Transgender Woman/Girl	412 (22.0%)	346 (18.5%)	522 (27.9%)	1870 (100.0%)
Age Group	1-9	309 (16.0%)	602 (31.2%)	151 (7.8%)	1927 (100.0%)
	10-14	953 (13.3%)	652 (9.1%)	1488 (20.7%)	7175 (100.0%)
	15-17	7891 (18.4%)	15489 (36.1%)	6278 (14.6%)	42903 (100.0%)
	18-24	136494 (21.0%)	366523 (56.5%)	71623 (11.0%)	648912 (100.0%)
	25-34	314509 (24.4%)	663863 (51.5%)	157682 (12.2%)	1288541 (100.0%)
	35-44	225708 (25.9%)	456901 (52.3%)	101339 (11.6%)	872822 (100.0%)
	45-54	163986 (26.5%)	330917 (53.5%)	65890 (10.7%)	618486 (100.0%)
	55-64	95619 (26.3%)	202685 (55.8%)	36263 (10.0%)	363088 (100.0%)
	65+	44369 (29.9%)	82976 (56.0%)	11787 (8.0%)	148220 (100.0%)
Overall		989838 (24.8%)	2120608 (53.1%)	452502 (11.3%)	3992074 (100.0%)

## A.12 Consent Search and Discovery Rates

Identity Group	Search Consent			Consent Search Rates		Discovery Rates	
	Asked for Consent	Consent Received	Consent Received & Searched	Proportion of Stops	Proportion of Searches	Consent Searches	Other Discretionary Searches
Asian	2761 (1.2%)	2154 (78.0%)	1623 (75.3%)	999 (0.4%)	999 (10.3%)	165 (16.5%)	687 (23.3%)
Black	32586 (5.1%)	21592 (66.3%)	16164 (74.9%)	15053 (2.4%)	15053 (11.5%)	1352 (9.0%)	12102 (21.3%)
Hispanic	50285 (3.2%)	42615 (84.7%)	33298 (78.1%)	29114 (1.9%)	29114 (15.3%)	3299 (11.3%)	13733 (21.5%)
Middle Eastern/South Asian	1305 (0.7%)	1012 (77.5%)	745 (73.6%)	683 (0.4%)	683 (11.8%)	72 (10.5%)	373 (23.3%)
Multiracial	1545 (4.2%)	1348 (87.2%)	1000 (74.2%)	576 (1.6%)	576 (11.9%)	77 (13.4%)	429 (26.4%)
Native American	258 (3.1%)	215 (83.3%)	155 (72.1%)	110 (1.3%)	110 (12.4%)	17 (15.5%)	47 (21.0%)
Pacific Islander	623 (3.0%)	485 (77.8%)	334 (68.9%)	230 (1.1%)	230 (10.6%)	27 (11.7%)	149 (20.6%)
White	32748 (2.5%)	29270 (89.4%)	21392 (73.1%)	15558 (1.2%)	15558 (14.4%)	2072 (13.3%)	7869 (23.9%)
Overall	122111 (3.1%)	98691 (80.8%)	74711 (75.7%)	62323 (1.6%)	62323 (13.8%)	7081 (11.4%)	35389 (22.0%)

### A.13 Known Supervision Search and Discovery Rates

Identity Group	Stopped for Known Supervision	Stopped for Known Supervision and Searched	Search Rates Only for Condition of Supervision		Discovery Rates	
			Proportion of Stops	Proportion of Searches	Only for Condition of Supervision	Other Discretionary Searches
Asian	418 (0.2%)	328 (78.5%)	1006 (0.4%)	1006 (10.4%)	212 (21.1%)	760 (22.2%)
Black	7825 (1.2%)	6219 (79.5%)	21905 (3.4%)	21905 (16.8%)	3314 (15.1%)	11230 (20.4%)
Hispanic	11713 (0.8%)	9089 (77.6%)	21386 (1.4%)	21386 (11.2%)	3267 (15.3%)	16648 (19.8%)
Middle Eastern/South Asian	187 (0.1%)	141 (75.4%)	441 (0.2%)	441 (7.6%)	89 (20.2%)	401 (19.3%)
Multiracial	346 (0.9%)	265 (76.6%)	707 (1.9%)	707 (14.6%)	131 (18.5%)	443 (23.2%)
Native American	77 (0.9%)	50 (64.9%)	98 (1.2%)	98 (11.0%)	19 (19.4%)	52 (19.5%)
Pacific Islander	133 (0.6%)	95 (71.4%)	305 (1.4%)	305 (14.0%)	59 (19.3%)	137 (19.1%)
White	7316 (0.6%)	5266 (72.0%)	15328 (1.2%)	15328 (14.2%)	3584 (23.4%)	7505 (19.3%)
Overall	28015 (0.7%)	21453 (76.6%)	61176 (1.5%)	61176 (13.5%)	10675 (17.4%)	37176 (20.0%)

### A.14 Searched Individuals by Race/Ethnicity and Age Group

Age Group	Black	Hispanic	White	Other	Overall
<25	31228 (24.0%)	49090 (25.8%)	11497 (10.6%)	3901 (16.7%)	95716 (21.2%)
25-29	28475 (21.8%)	42465 (22.3%)	15827 (14.6%)	4238 (18.1%)	91005 (20.1%)
30-34	23510 (18.0%)	35434 (18.6%)	21597 (20.0%)	4667 (19.9%)	85208 (18.8%)
35-39	12632 (9.7%)	21866 (11.5%)	14315 (13.2%)	3027 (12.9%)	51840 (11.5%)
40-44	11399 (8.7%)	18241 (9.6%)	13672 (12.6%)	2836 (12.1%)	46148 (10.2%)
45-49	6273 (4.8%)	9343 (4.9%)	8347 (7.7%)	1546 (6.6%)	25509 (5.6%)
50-54	8231 (6.3%)	7642 (4.0%)	10304 (9.5%)	1574 (6.7%)	27751 (6.1%)
55-59	3768 (2.9%)	2907 (1.5%)	5354 (4.9%)	632 (2.7%)	12661 (2.8%)
60-64	3408 (2.6%)	2139 (1.1%)	4810 (4.4%)	572 (2.4%)	10929 (2.4%)
65+	1420 (1.1%)	1040 (0.5%)	2525 (2.3%)	412 (1.8%)	5397 (1.2%)
<b>Total</b>	<b>130344 (100.0%)</b>	<b>190167 (100.0%)</b>	<b>108248 (100.0%)</b>	<b>23405 (100.0%)</b>	<b>452164 (100.0%)</b>

### A.15 Search Rates by Race/Ethnicity and Age

Age Group	Black	Hispanic	White	Other	Overall
<25	31228 (27.0%)	49090 (15.0%)	11497 (6.2%)	3901 (5.3%)	95716 (13.7%)
25-29	28475 (23.7%)	42465 (15.0%)	15827 (9.2%)	4238 (5.7%)	91005 (14.0%)
30-34	23510 (21.0%)	35434 (13.8%)	21597 (11.2%)	4667 (6.0%)	85208 (13.3%)
35-39	12632 (18.6%)	21866 (12.1%)	14315 (9.9%)	3027 (5.4%)	51840 (11.5%)
40-44	11399 (18.1%)	18241 (11.0%)	13672 (9.9%)	2836 (5.2%)	46148 (10.9%)
45-49	6273 (15.1%)	9343 (7.9%)	8347 (7.6%)	1546 (3.7%)	25509 (8.2%)
50-54	8231 (17.2%)	7642 (7.7%)	10304 (8.5%)	1574 (4.0%)	27751 (9.0%)
55-59	3768 (13.5%)	2907 (5.1%)	5354 (5.8%)	632 (2.6%)	12661 (6.3%)
60-64	3408 (14.3%)	2139 (5.6%)	4810 (6.1%)	572 (2.8%)	10929 (6.8%)
65+	1420 (9.4%)	1040 (4.0%)	2525 (2.9%)	412 (2.2%)	5397 (3.6%)
Overall	130344 (20.5%)	190167 (12.2%)	108248 (8.2%)	23405 (4.9%)	452164 (11.3%)

### A.16 Search Rates by Gender, Age Group, and Race/Ethnicity

Gender	Age Group	Black	Hispanic	White	Other	Overall
Male	<25	25738 (32.8%)	42025 (17.6%)	8184 (7.1%)	2977 (5.8%)	78924 (16.3%)
	25-29	24358 (29.0%)	36800 (17.7%)	12112 (10.8%)	3422 (6.3%)	76692 (16.7%)
	30-34	19812 (25.2%)	30587 (16.1%)	16655 (12.9%)	3761 (6.7%)	70815 (15.6%)
	35-39	10707 (22.2%)	18972 (14.1%)	11063 (11.3%)	2513 (6.2%)	43255 (13.5%)
	40-44	9621 (21.8%)	15593 (12.6%)	10514 (11.4%)	2310 (5.9%)	38038 (12.7%)
	45-49	5318 (17.9%)	8067 (9.0%)	6444 (8.7%)	1260 (4.3%)	21089 (9.4%)
	50-54	7015 (19.7%)	6567 (8.4%)	8073 (9.6%)	1286 (4.5%)	22941 (10.2%)
	55-59	3271 (15.3%)	2547 (5.6%)	4322 (6.6%)	542 (2.9%)	10682 (7.1%)
	60-64	2910 (15.9%)	1859 (6.2%)	3773 (6.7%)	474 (3.1%)	9016 (7.5%)
	65+	1233 (11.0%)	873 (4.3%)	1947 (3.2%)	292 (2.1%)	4345 (4.1%)
	Overall		109983 (24.5%)	163890 (14.1%)	83087 (9.4%)	18837 (5.4%)
Female	<25	5363 (14.5%)	6893 (7.9%)	3218 (4.6%)	890 (4.0%)	16364 (7.6%)
	25-29	3932 (11.0%)	5466 (7.3%)	3622 (6.1%)	774 (3.7%)	13794 (7.2%)
	30-34	3541 (10.7%)	4690 (7.1%)	4830 (7.7%)	830 (4.0%)	13891 (7.6%)
	35-39	1849 (9.4%)	2783 (6.1%)	3205 (6.8%)	491 (3.1%)	8328 (6.5%)
	40-44	1735 (9.3%)	2569 (6.1%)	3104 (6.8%)	502 (3.1%)	7910 (6.5%)
	45-49	921 (7.7%)	1244 (4.4%)	1868 (5.2%)	272 (2.3%)	4305 (4.9%)
	50-54	1185 (9.8%)	1049 (4.9%)	2189 (5.9%)	277 (2.7%)	4700 (5.8%)
	55-59	493 (7.5%)	356 (3.1%)	1017 (3.9%)	86 (1.4%)	1952 (3.9%)
	60-64	491 (9.0%)	278 (3.5%)	1018 (4.4%)	98 (1.9%)	1885 (4.5%)
	65+	184 (4.7%)	166 (2.8%)	573 (2.1%)	116 (2.3%)	1039 (2.5%)
	Overall		19694 (10.7%)	25494 (6.5%)	24644 (5.7%)	4336 (3.2%)
Transgender/	<25	127 (38.8%)	172 (36.3%)	95 (33.6%)	34 (14.2%)	428 (32.3%)



<b>Gender</b>	<b>Age Group</b>	<b>Black</b>	<b>Hispanic</b>	<b>White</b>	<b>Other</b>	<b>Overall</b>
Gender Nonconforming	25-29	185 (40.7%)	199 (38.4%)	93 (34.2%)	42 (23.9%)	519 (36.5%)
	30-34	157 (35.6%)	157 (31.5%)	112 (31.9%)	76 (12.5%)	502 (26.4%)
	35-39	76 (34.4%)	111 (38.0%)	47 (28.7%)	23 (13.7%)	257 (30.4%)
	40-44	43 (33.3%)	79 (35.7%)	54 (26.6%)	24 (15.2%)	200 (28.1%)
	45-49	34 (43.0%)	32 (26.7%)	35 (32.7%)	14 (6.8%)	115 (22.5%)
	50-54	31 (34.8%)	26 (28.6%)	42 (27.1%)	11 (12.2%)	110 (25.9%)
	55-59	4 (12.1%)	4 (14.8%)	15 (27.3%)	4 (5.3%)	27 (14.2%)
	60-64	7 (22.6%)	2 (14.3%)	19 (30.2%)	0 (0.0%)	28 (23.5%)
	65+	3 (20.0%)	1 (5.9%)	5 (10.2%)	4 (5.7%)	13 (8.6%)
	Overall		667 (36.7%)	783 (34.4%)	517 (30.4%)	232 (12.9%)

### A.17 Discovery Rates by Age Group and Race/Ethnicity

Age Group	Black	Hispanic	White	Other	Overall
<25	6833 (21.9%)	11032 (22.5%)	2448 (21.3%)	817 (20.9%)	21130 (22.1%)
25-29	5783 (20.3%)	8509 (20.0%)	3541 (22.4%)	882 (20.8%)	18715 (20.6%)
30-34	4636 (19.7%)	6989 (19.7%)	5177 (24.0%)	1089 (23.3%)	17891 (21.0%)
35-39	2691 (21.3%)	4359 (19.9%)	3236 (22.6%)	707 (23.4%)	10993 (21.2%)
40-44	2523 (22.1%)	3751 (20.6%)	3113 (22.8%)	657 (23.2%)	10044 (21.8%)
45-49	1472 (23.5%)	1891 (20.2%)	1822 (21.8%)	359 (23.2%)	5544 (21.7%)
50-54	1985 (24.1%)	1599 (20.9%)	2226 (21.6%)	363 (23.1%)	6173 (22.2%)
55-59	985 (26.1%)	622 (21.4%)	1096 (20.5%)	132 (20.9%)	2835 (22.4%)
60-64	878 (25.8%)	494 (23.1%)	960 (20.0%)	118 (20.6%)	2450 (22.4%)
65+	366 (25.8%)	208 (20.0%)	386 (15.3%)	71 (17.2%)	1031 (19.1%)
Overall	28152 (21.6%)	39454 (20.7%)	24005 (22.2%)	5195 (22.2%)	96806 (21.4%)

### A.18 Discovery Rates by Gender, Age Group, and Race/Ethnicity

Gender	Age Group	Black	Hispanic	White	Other	Overall
Male	<25	5665 (22.0%)	9490 (22.6%)	1770 (21.6%)	661 (22.2%)	17586 (22.3%)
	25-29	4958 (20.4%)	7353 (20.0%)	2662 (22.0%)	728 (21.3%)	15701 (20.5%)
	30-34	3945 (19.9%)	6025 (19.7%)	3977 (23.9%)	906 (24.1%)	14853 (21.0%)
	35-39	2303 (21.5%)	3823 (20.2%)	2520 (22.8%)	590 (23.5%)	9236 (21.4%)
	40-44	2138 (22.2%)	3208 (20.6%)	2425 (23.1%)	535 (23.2%)	8306 (21.8%)
	45-49	1226 (23.1%)	1644 (20.4%)	1439 (22.3%)	303 (24.0%)	4612 (21.9%)
	50-54	1696 (24.2%)	1381 (21.0%)	1787 (22.1%)	311 (24.2%)	5175 (22.6%)
	55-59	868 (26.5%)	539 (21.2%)	911 (21.1%)	117 (21.6%)	2435 (22.8%)
	60-64	755 (25.9%)	417 (22.4%)	797 (21.1%)	95 (20.0%)	2064 (22.9%)
	65+	334 (27.1%)	185 (21.2%)	324 (16.6%)	43 (14.7%)	886 (20.4%)
	Overall		23888 (21.7%)	34065 (20.8%)	18612 (22.4%)	4289 (22.8%)
Female	<25	1147 (21.4%)	1502 (21.8%)	659 (20.5%)	150 (16.9%)	3458 (21.1%)
	25-29	789 (20.1%)	1120 (20.5%)	865 (23.9%)	149 (19.3%)	2923 (21.2%)
	30-34	657 (18.6%)	931 (19.9%)	1178 (24.4%)	166 (20.0%)	2932 (21.1%)
	35-39	373 (20.2%)	516 (18.5%)	707 (22.1%)	111 (22.6%)	1707 (20.5%)
	40-44	377 (21.7%)	524 (20.4%)	682 (22.0%)	117 (23.3%)	1700 (21.5%)
	45-49	238 (25.8%)	241 (19.4%)	370 (19.8%)	51 (18.8%)	900 (20.9%)
	50-54	283 (23.9%)	210 (20.0%)	430 (19.6%)	51 (18.4%)	974 (20.7%)
	55-59	117 (23.7%)	82 (23.0%)	182 (17.9%)	13 (15.1%)	394 (20.2%)
	60-64	118 (24.0%)	76 (27.3%)	161 (15.8%)	23 (23.5%)	378 (20.1%)
	65+	31 (16.8%)	23 (13.9%)	62 (10.8%)	26 (22.4%)	142 (13.7%)
	Overall		4130 (21.0%)	5225 (20.5%)	5296 (21.5%)	857 (19.8%)
Transgender/Gender	<25	21 (16.5%)	40 (23.3%)	19 (20.0%)	6 (17.6%)	86 (20.1%)

<b>Gender</b>	<b>Age Group</b>	<b>Black</b>	<b>Hispanic</b>	<b>White</b>	<b>Other</b>	<b>Overall</b>
Nonconforming	25-29	36 (19.5%)	36 (18.1%)	14 (15.1%)	5 (11.9%)	91 (17.5%)
	30-34	34 (21.7%)	33 (21.0%)	22 (19.6%)	17 (22.4%)	106 (21.1%)
	35-39	15 (19.7%)	20 (18.0%)	9 (19.1%)	6 (26.1%)	50 (19.5%)
	40-44	8 (18.6%)	19 (24.1%)	6 (11.1%)	5 (20.8%)	38 (19.0%)
	45-49	8 (23.5%)	6 (18.8%)	13 (37.1%)	5 (35.7%)	32 (27.8%)
	50-54	6 (19.4%)	8 (30.8%)	9 (21.4%)	1 (9.1%)	24 (21.8%)
	55-59	0 (0.0%)	1 (25.0%)	3 (20.0%)	2 (50.0%)	6 (22.2%)
	60-64	5 (71.4%)	1 (50.0%)	2 (10.5%)	0 (-)	8 (28.6%)
	65+	1 (33.3%)	0 (0.0%)	0 (0.0%)	2 (50.0%)	3 (23.1%)
	Overall		134 (20.1%)	164 (20.9%)	97 (18.8%)	49 (21.1%)

## APPENDIX B – DISPARITY TEST METHODS

### B.1 Residential Population Comparison Analysis Methodology

**Considerations and limitations.** There are a number of known limitations associated with using residential data to benchmark stop data. Residential population is a proxy for the set of people an officer observes engaging in suspicious behavior. For example, individuals may be stopped outside of their residential area (e.g. commuting to work, tourists). The rate of these “commuter” stops likely varies from agency to agency, but RIPA stop data do not include information on where stopped individuals reside to account for this issue. Additionally, agencies may concentrate their patrol efforts in certain areas and, thus, may not have an equal likelihood of encountering residents throughout all areas in their jurisdiction. There are also concerns with response bias in compiling information for residential surveys, such as the census; some groups are more difficult to count, and thus may be underestimated in official data.

In addition to general concerns with residential population benchmarking, there are also several limitations that are unique to comparing RIPA Stop Data to American Community Survey (ACS) data. First, 2019 ACS data were not available at the time this report was written. The 2019 RIPA Stop Data demographics were instead compared to the 2018 ACS demographics. Moreover, RIPA Stop Data regulations and the ACS categorize racial/ethnic groups differently.<sup>1</sup> ACS data have racial/ethnic groups that are not explicitly captured by RIPA regulations. These individuals within the ACS have been collectively grouped together in an “Other” category that does not have a match in RIPA regulations. Finally, the source of race/ethnicity information for each dataset is collected differently. Race/ethnicity is recorded for RIPA based on officer’s perception while ACS respondents self-identify.

This distinction represents a key difference in objectives between the two databases. The purpose of RIPA is to eliminate racial and identity profiling, a practice that is based on how officers perceive the individuals they stop. RIPA data are intended to facilitate the implementation of policies that will achieve this purpose. On the other hand, the objective of the ACS is to provide a representation of information regarding community residents. Thus, comparisons between these datasets operate under the assumption that officers’ perceptions often agree with how an individual self identifies.

**Statistical Analysis.** Stop demographics for each police or sheriff’s department were compared to their primary city or county of service, respectively.<sup>2</sup> For example, the racial/ethnic distribution of individuals stopped by San Francisco Police Department was compared to the racial/ethnic distribution of San Francisco city residents in the ACS data. The one exception was for California Highway Patrol who was compared to the state population.

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<sup>1</sup> For example, RIPA regulations explicitly include Israeli individuals in the Middle Eastern/South Asian group, but the ACS does not have an Israeli category.

<sup>2</sup> These comparisons are approximate since agency jurisdictions do not always map perfectly to the boundaries of their primary city or county of service.

The location of residents in the ACS is grouped into geographical units called Public Use Microdata Areas (PUMA). PUMAs frequently correspond to Metropolitan Statistical Areas (MSAs), areas with at least one urbanized hub and close economic ties. However, PUMAs must contain at minimum 100,000 residents, and unlike MSAs, all places in the US must be in a PUMA. Therefore, in less populated areas, PUMAs can be very large, and contain multiple economic regions and counties. In addition, PUMA boundaries are determined by the Census Bureau, and may not correspond with city boundaries. Out of the 15 agencies represented in this report, 4 of them represented cities where the corresponding PUMAs had relatively low overlap with the city boundary. These cities included Fresno, Sacramento, San Diego, and San Jose. Therefore, decisions were made regarding which PUMAs to use when compiling residential information to represent these cities. The IPUMS project maintains a compatibility page that provides a crosswalk between PUMAs and Census Bureau “places.”<sup>3</sup> This page was used to identify which PUMAs intersect with these cities. Only PUMAs where at least 50 percent of the area’s population resided within the respective city were included in the analysis. As RIPA expands, and increasingly smaller agencies begin to participate, estimating population characteristics will become increasingly complicated.

Benchmarking using residential population data involves comparing the distribution of racial/ethnic or other identity groups stopped by law enforcement to the distribution found in the areas serviced by agencies who submitted data in 2019. However, it is important to note that the California Highway Patrol submitted a majority of the records in 2019 and may skew the distribution of people stopped by police. To help address this issue, the overall ACS benchmark was calculated using a series of weights. First, the distribution of racial/ethnic groups within each agency’s approximate jurisdiction were calculated using each group’s mean proportion weighted by the person-weight variable reported in the ACS. These values were then multiplied by the number of stop records submitted by the respective agency (i.e. agency weights) and each racial/ethnic group’s values from all agencies were summed together. Each racial/ethnic group’s aggregate was then divided by the sum of all racial/ethnic aggregates in order to generate the final residential population benchmarks.

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<sup>3</sup> For more information about IPUMS, please visit their “About” page at <https://ipums.org/what-is-ipums>.

## B.2 Discovery-rate Analysis Methodology

*Considerations and limitations.* Discovery rate analyses avoid some of the issues associated with other methods because they do not require the stop data to be compared to external information (e.g. residential population data). However, discovery rate analyses also rely on assumptions about the behavior of individuals in different identity groups. Disparate treatment between racial/ethnic or other groups is identified when search and discovery rates are opposed (e.g. Black individuals have high search rates but low discovery rates).<sup>4</sup> When these statistics do not move in opposite directions, it is more difficult to determine whether disparate treatment is present. It is also possible that there are observable factors that could influence an officer's decision to search someone that are not captured by RIPA Stop Data. The effectiveness in predicting the presence of contraband based on certain suspicious behaviors may also vary between racial/ethnic or other groups.<sup>5</sup> Finally, the strength of the assumptions for discovery-rate analyses may vary depending on the type of search being conducted. For example, consent searches include all searches where the only basis included was consent given. Thus, these searches do not include an element of probable cause, which may impact the assumptions underlying their analysis and results.

*Statistical Analysis.* The discovery-rate analysis was conducted in three steps. First, linear probability models were used to test whether there were differences in search rates between White individuals and each racial/ethnic group of color independently. Second, similar analyses were used to test for differences in contraband or evidence discovery rates during stops with discretionary searches. Discretionary searches exclude those where at least one of the search bases was either incident to arrest, search warrant, or vehicle inventory. Third, similar analyses were used to test for differences in contraband or evidence discovery rates during stops with administrative search. Administrative searches only include those where at least one of the search bases was either incident to arrest, search warrant, or vehicle inventory. Each of these analyses were applied to all agencies combined, all municipal agencies combined (excluding California Highway Patrol), and for each individual agency. Both sets of analyses included the following considerations:

1. The 4 racial/ethnic groups who were stopped least frequently were aggregated into a single category to increase statistical power. These groups include Middle Eastern/South Asian, Multiracial, Native American, and Pacific Islander individuals.
2. A set of high dimensional fixed effects were included in the analysis as controls, including gender, age, hour of the day, day of the week, month of the year, and the officer conducting the stop.
3. The standard errors were clustered at the officer level to better allow for unobserved correlations between stops made by the same officers.

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<sup>4</sup> Anwar & Fang (2006). An Alternative Test of Racial Prejudice in Motor Vehicle Searches: Theory and Evidence. *Am. Econ. Rev.* 96(1)

<sup>5</sup> Simoui et al. (2017). The Problem of Infra-Marginality in Outcome Tests for Discrimination. *Ann. Appl. Stat.* 11(3)

Using these criteria, we estimated the effect of an individual (i) belonging to a racial/ethnic group of color (m) on a resulting binary search or contraband/evidence discovery outcome (j) with the aforementioned controls (...) using the following specification:

$$Outcome_{j,i} = \beta_{j,0} + \beta_{j,1}m_i + \dots$$

Given the Board's interest in considering the impact that overlapping identities can have during experiences with law enforcement, the discovery-rate analysis was also repeated for two sets of intersectional comparisons: gender by race/ethnicity, disability by race/ethnicity. These analyses were similar to those conducted by race/ethnicity only, except for the following differences:

1. The 5 racial/ethnic groups who were stopped least frequently were aggregated into a single category to increase statistical power. These groups include Asian, Middle Eastern/South Asian, Multiracial, Native American, and Pacific Islander individuals.
2. The 3 gender groups who were stopped least frequently were aggregated into a single category to increase statistical power. These groups include transgender man/boy, transgender woman/girl, and gender nonconforming.
3. The 7 disability groups who were stopped least frequently were aggregated into a single category to increase statistical power. These groups include the following disabilities: deaf, blind, speech impaired, developmental, hyperactivity, other, multiple disabilities.
4. A set of high dimensional fixed effects were included in the analysis as controls, including age, hour of the day, day of the week, month of the year, and the officer conducting the stop.



### B.3 Veil of Darkness Analysis Methodology

**Considerations and limitations.** As with any statistical approach, VOD is dependent upon a series of assumptions. The foremost assumption is that darkness should make it more difficult for police to perceive the race/ethnicity of individuals before they stop them. While this assumption is likely to hold true generally, it may not equally apply to all stops. For example, artificial lighting (e.g. streetlights) can help officers perceive race/ethnicity in the dark and it varies from one patrol area to the next. The types of violations that officers witness may also vary with visibility, as would be the case for a headlight that is not working. The propensity to commit these types of violations may be best explained by economic or other concerns (e.g. seasonality) that—depending on the area—may correlate with race/ethnicity.<sup>6</sup> But even while race/ethnicity may be more difficult to perceive in the dark, officers could still use observable proxies (e.g. vehicle type, stop location) to guess the identity of drivers before stopping them. These concerns may cause drivers of some identity groups to change their own driving behavior to mitigate their perceived risk of being profiled and stopped.<sup>7</sup> Finally, VOD is also an analysis best fit for vehicle stop data, as identity is less likely to be masked during pedestrian stops in intertwillight hours, but RIPA does not explicitly differentiate vehicle stops from pedestrian stops; the best proxy in RIPA data is all stops made for traffic violations.

**Data collection.** VOD relies on precise measures of the intertwillight period, which vary from location to location. Officers record location information using open text fields. These text fields were submitted to the Google Geolocation API to return the corresponding latitude and longitude. Given the unstructured nature of the open text fields, the API sometimes returned several potential coordinate matches for one record, including some coordinates that fell outside the state of California. For these records, their coordinates were instead replaced with those of their respective geographical areas (e.g. cities, unincorporated areas). Once geolocation data had been generated for all records, the data were analyzed using the `suncalc` package in R to calculate the following time values for each stop record:

- Sunrise
- Sunset
- Daily beginning civil twilight
- Daily end of civil twilight
- Earliest instance of morning civil twilight across the entire year
- Latest instance of morning civil twilight across the entire year
- Earliest instance of evening civil twilight across the entire year
- Latest instance of evening civil twilight across the entire year

**Statistical analysis.** The VOD was analyzed using linear probability models to test whether darkness (i.e. absence of daylight) impacted the race/ethnicity of individuals who were stopped by law enforcement. The analysis included the following considerations:

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<sup>6</sup> Ritter J. (2017). How do Police Use Race in Traffic Stops and Searches? Tests Based on Observability of Race. *J Econ. Behav. & Org.* 135.

<sup>7</sup> Kalinowski J., Ross S., & Ross M. (2017). Endogenous Driving behavior in Veil of Darkness Tests for Racial Profiling. Human Capital and Economic Opportunity Global Working Group.

1. Stops were limited to those occurring within either the morning or evening intertwilight periods. These periods were generated for each stop record using each respective location's earliest and latest times of civil twilight across the year.
2. Stops made between the start of civil twilight and sunrise were excluded from the morning intertwilight period while stops between sunset and the end of civil twilight were excluded from the evening intertwilight period. These short windows of time represent neither daylight nor nighttime and were removed to improve the contrast in lighting conditions between the light and dark stop groups.
3. Stops made after sunrise or before sunset were considered daylight stops while those made during nautical twilight were defined as occurring after dark.
4. Stops were limited to those made for traffic violations and those that were not initiated in response to a call for service. These criteria work to define stops that best fit the assumptions of the VOD hypothesis, which is based on officer discretion in initiating stops with motorists.
5. The four racial/ethnic groups who were stopped least frequently were aggregated into a single category to increase statistical power. These groups include Middle Eastern/South Asian, Multiracial, Native American, and Pacific Islander individuals.
6. A set of high dimensional fixed effects were added to the analysis as controls, including time of the day, day of the week, month of the year, and the officer conducting the stop. Times were grouped into 15-minute intervals that began with the start of each intertwilight period (e.g. morning, evening).
7. The standard errors were clustered at the officer level to account for unobserved correlations between stops made by the same officers.

We estimated the effect of an individual (i) being stopped in darkness (d) on their likelihood of belonging to a racial/ethnic group of color (m) with the aforementioned controls (...) using the following specification:

$$Race/Ethnicity_{m,i} = \beta_{m,0} + \beta_{m,1}d_i + \dots$$

Each racial/ethnic group of color was independently compared to White individuals. Thus, an analysis comparing White to Black individuals, for example, would only include data for these two groups.

## B.4 Use of Force Analysis Methodology

**Considerations and limitations.** This analysis tests for equality of outcomes in the rates of force used during stops. Please note that RIPA does not contain variables that may help explain the context surrounding the decisions to use force. Thus, it is impossible to tell from the data *why* force was used; the data can only be used to show *when* force was used.

**Statistical Analysis.** Logistic regressions were used to test whether there were differences in use-of-force rates between White individuals and each racial/ethnic group of color independently. A stop was considered to include force when at least one of the following actions were taken by officers:

- Removal from vehicle by physical contact
- Other physical or vehicle contact
- Electronic control devices
- Impact projectiles
- (e.g. rubber bullets)
- Canine bites and holds
- Baton or other impact weapon
- Firearm pointed at person<sup>8</sup>
- Chemical spray
- Discharge of a firearm

These analyses were applied to all agencies combined, all municipal agencies combined (excluding California Highway Patrol), and for each individual agency. Both sets of analyses included the following considerations:

1. The 4 racial/ethnic groups who were stopped least frequently were aggregated into a single category to increase statistical power. These groups include Middle Eastern/South Asian, Multiracial, Native American, and Pacific Islander individuals.
2. A set of high dimensional fixed effects were included in the analysis as controls, including gender, age, hour of the day, day of the week, month of the year, and the officer conducting the stop.
3. The standard errors were clustered at the officer level to account for unobserved correlations between stops made by the same officers.

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<sup>8</sup> California Government Code section 12525.2, subdivision (b)(4), requires the California Department of Justice to annually collect data related to certain types of force. The Department of Justice classifies the threat of a firearm as a type of force that must be reported to the Department per URSUS. (See Use of Force Incident Reporting (July 2019) Data Elements and Values Defined, p. 7 <[https://data-openjustice.stg.doj.ca.gov/sites/default/files/dataset/2019-07/URSUS%202018%20Context\\_062519.pdf](https://data-openjustice.stg.doj.ca.gov/sites/default/files/dataset/2019-07/URSUS%202018%20Context_062519.pdf)> (as of Dec. 7, 2020)). Given that the threat of a firearm is inherent to the intentional pointing of a firearm at another person, pointing a firearm was classified as a use of force in this set of analyses, for consistency with other use of force reporting within California. Not all agency policies in California categorize pointing a firearm at a person as a reportable use of force.

Using these criteria, we estimated the effect of an individual (i) belonging to a racial/ethnic group of color (m) on a resulting binary use-of-force outcome (j) with the aforementioned controls (...) using the following specification:

$$Outcome_{j,i} = \beta_{j,0} + \beta_{j,1}m_i + \dots$$

## APPENDIX C – DISPARITY TEST TABLES

### C.1 Residential Population Comparison Table

RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity							
		A	B	C	D	E	F
	Equation			A-B	C/B*100	A/B	$E(m)/E(w)^*$
Agency	Race/Ethnicity	RIPA 2019	ACS 2018	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
Overall	Asian	5.73%	12.33%	-6.59%	-53.50%	0.46	0.48
	Black	15.91%	6.61%	9.30%	140.85%	2.41	2.49
	Hispanic	38.89%	40.67%	-1.78%	-4.38%	0.96	0.99
	Middle Eastern/South Asian	4.69%	2.10%	2.59%	123.53%	2.24	2.31
	Multiracial	0.93%	3.17%	-2.24%	-70.73%	0.29	0.30
	Native American	0.21%	0.26%	-0.06%	-21.51%	0.78	0.81
	Other		0.26%				
	Pacific Islander	0.53%	0.31%	0.22%	71.33%	1.71	1.77
	White	33.12%	34.30%	-1.18%	-3.44%	0.97	
Municipal	Asian	4.89%	12.62%	-7.73%	-61.23%	0.39	0.43
	Black	22.67%	7.92%	14.76%	186.42%	2.86	3.16
	Hispanic	38.93%	42.32%	-3.39%	-8.01%	0.92	1.01
	Middle Eastern/South Asian	3.21%	1.76%	1.45%	82.42%	1.82	2.01
	Multiracial	1.06%	3.13%	-2.07%	-66.09%	0.34	0.37
	Native American	0.17%	0.19%	-0.02%	-9.44%	0.91	1.00
	Other		0.28%				
	Pacific Islander	0.51%	0.28%	0.23%	80.25%	1.80	1.99
White	28.55%	31.49%	-2.95%	-9.35%	0.91		

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		A	B	C	D	E	F
Equation				A-B	C/B*100	A/B	E(m)/E(w)*
Agency	Race/Ethnicity	RIPA 2019	ACS 2018	Absolute % Difference	Relative % Difference	Disparity Index	Ratio of Disparity
California Highway Patrol	Asian	6.43%	12.08%	-5.65%	-46.74%	0.53	0.53
	Black	10.24%	5.51%	4.73%	85.97%	1.86	1.84
	Hispanic	38.85%	39.29%	-0.43%	-1.10%	0.99	0.98
	Middle Eastern/South Asian	5.93%	2.38%	3.55%	148.97%	2.49	2.47
	Multiracial	0.81%	3.20%	-2.38%	-74.54%	0.25	0.25
	Native American	0.23%	0.32%	-0.09%	-27.53%	0.72	0.72
	Other		0.25%				
	Pacific Islander	0.54%	0.33%	0.21%	64.94%	1.65	1.64
	White	36.95%	36.65%	0.30%	0.82%	1.01	
Fresno PD	Asian	4.79%	10.54%	-5.75%	-54.59%	0.45	0.48
	Black	13.91%	5.80%	8.11%	139.83%	2.40	2.52
	Hispanic	50.33%	49.80%	0.53%	1.07%	1.01	1.06
	Middle Eastern/South Asian	3.41%	2.62%	0.79%	30.30%	1.30	1.37
	Multiracial	0.48%	2.53%	-2.05%	-80.90%	0.19	0.20
	Native American	0.17%	0.33%	-0.17%	-50.24%	0.50	0.52
	Other		0.22%				
	Pacific Islander	0.21%	0.09%	0.11%	122.35%	2.22	2.34
White	26.71%	28.06%	-1.35%	-4.82%	0.95		
Long Beach PD	Asian	4.86%	12.36%	-7.50%	-60.70%	0.39	0.49
	Black	27.43%	13.15%	14.27%	108.53%	2.09	2.62
	Hispanic	36.35%	40.88%	-4.54%	-11.10%	0.89	1.12

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>Equation</b>				<b>A-B</b>	<b>C/B*100</b>	<b>A/B</b>	<b>E(m)/E(w)*</b>
<b>Agency</b>	<b>Race/Ethnicity</b>	<b>RIPA 2019</b>	<b>ACS 2018</b>	<b>Absolute % Difference</b>	<b>Relative % Difference</b>	<b>Disparity Index</b>	<b>Ratio of Disparity</b>
	Middle Eastern/South Asian	1.38%	0.38%	0.99%	260.29%	3.60	4.52
	Multiracial	5.64%	2.65%	2.99%	112.75%	2.13	2.67
	Native American	0.10%	0.21%	-0.11%	-53.64%	0.46	0.58
	Other		0.77%				
	Pacific Islander	1.00%	0.39%	0.62%	160.37%	2.60	3.27
	White	23.25%	29.20%	-5.95%	-20.38%	0.80	
	Asian	6.74%	13.20%	-6.46%	-48.93%	0.51	0.58
	Black	17.80%	7.80%	9.99%	128.12%	2.28	2.57
	Hispanic	48.25%	48.64%	-0.39%	-0.80%	0.99	1.12
Los Angeles CO SD	Middle Eastern/South Asian	2.30%	1.35%	0.96%	70.97%	1.71	1.93
	Multiracial	1.39%	2.44%	-1.05%	-43.10%	0.57	0.64
	Native American	0.06%	0.16%	-0.10%	-61.19%	0.39	0.44
	Other		0.31%				
	Pacific Islander	0.49%	0.21%	0.28%	136.09%	2.36	2.66
	White	22.97%	25.89%	-2.92%	-11.29%	0.89	
Los Angeles PD	Asian	3.69%	10.34%	-6.65%	-64.29%	0.36	0.52
	Black	27.29%	8.79%	18.50%	210.46%	3.10	4.52
	Hispanic	46.03%	49.25%	-3.21%	-6.53%	0.93	1.36
	Middle Eastern/South Asian	3.55%	1.49%	2.06%	138.17%	2.38	3.47
	Multiracial	0.51%	2.41%	-1.90%	-78.65%	0.21	0.31
	Native American	0.07%	0.14%	-0.08%	-54.99%	0.45	0.66

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

Agency	Equation Race/Ethnicity	A	B	C	D	E	F
		RIPA 2019	ACS 2018	A-B Absolute % Difference	C/B*100 Relative % Difference	A/B Disparity Index	E(m)/E(w)* Ratio of Disparity
Oakland PD	Other		0.34%				
	Pacific Islander	0.24%	0.11%	0.14%	125.20%	2.25	3.28
	White	18.61%	27.12%	-8.51%	-31.38%	0.69	
	Asian	4.81%	14.42%	-9.62%	-66.66%	0.33	0.77
	Black	52.70%	21.57%	31.13%	144.37%	2.44	5.61
	Hispanic	24.72%	24.98%	-0.26%	-1.04%	0.99	2.27
	Middle Eastern/South Asian	2.37%	1.71%	0.66%	38.34%	1.38	3.18
	Multiracial	1.16%	5.20%	-4.04%	-77.69%	0.22	0.51
	Native American	0.12%	0.32%	-0.20%	-62.50%	0.37	0.86
	Other		0.30%				
Pacific Islander	0.73%	0.72%	0.00%	0.14%	1.00	2.30	
White	13.40%	30.77%	-17.38%	-56.47%	0.44		
Orange CO SO	Asian	6.13%	18.49%	-12.36%	-66.83%	0.33	0.26
	Black	3.90%	1.64%	2.27%	138.68%	2.39	1.88
	Hispanic	31.50%	34.15%	-2.65%	-7.76%	0.92	0.73
	Middle Eastern/South Asian	5.32%	2.23%	3.09%	138.27%	2.38	1.88
	Multiracial	0.46%	2.79%	-2.33%	-83.36%	0.17	0.13
	Native American	1.39%	0.19%	1.19%	612.72%	7.13	5.62
	Other		0.25%				
	Pacific Islander	0.62%	0.33%	0.29%	88.57%	1.89	1.49
White	50.67%	39.93%	10.74%	26.89%	1.27		



**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

Agency	Equation Race/Ethnicity	A	B	C	D	E	F
		RIPA 2019	ACS 2018	A-B Absolute % Difference	C/B*100 Relative % Difference	A/B Disparity Index	E(m)/E(w)* Ratio of Disparity
		Riverside CO SO	Asian	3.29%	5.74%	-2.45%	-42.61%
	Black	10.99%	6.02%	4.97%	82.54%	1.83	1.62
	Hispanic	43.46%	49.56%	-6.10%	-12.30%	0.88	0.78
	Middle Eastern/South Asian	1.85%	0.57%	1.28%	223.88%	3.24	2.88
	Multiracial	0.89%	2.60%	-1.72%	-65.90%	0.34	0.30
	Native American	0.26%	0.42%	-0.16%	-37.21%	0.63	0.56
	Other		0.32%				
	Pacific Islander	0.54%	0.33%	0.21%	64.11%	1.64	1.46
	White	38.71%	34.44%	4.28%	12.42%	1.12	
Sacramento CO SD	Asian	3.49%	12.58%	-9.08%	-72.24%	0.28	0.28
	Black	30.14%	9.75%	20.38%	208.96%	3.09	3.08
	Hispanic	16.60%	23.45%	-6.85%	-29.21%	0.71	0.70
	Middle Eastern/South Asian	2.38%	3.17%	-0.79%	-25.00%	0.75	0.75
	Multiracial	2.01%	5.37%	-3.35%	-62.45%	0.38	0.37
	Native American	0.17%	0.28%	-0.11%	-39.64%	0.60	0.60
	Other		0.18%				
	Pacific Islander	0.84%	1.06%	-0.21%	-20.23%	0.80	0.79
	White	44.37%	44.17%	0.20%	0.46%	1.00	
Sacramento PD	Asian	5.18%	16.54%	-11.35%	-68.66%	0.31	0.34
	Black	39.60%	12.00%	27.60%	230.04%	3.30	3.60
	Hispanic	21.17%	28.65%	-7.48%	-26.12%	0.74	0.80

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

Agency	Equation Race/Ethnicity	A	B	C	D	E	F
		RIPA 2019	ACS 2018	A-B Absolute % Difference	C/B*100 Relative % Difference	A/B Disparity Index	E(m)/E(w)* Ratio of Disparity
	Middle Eastern/South Asian	2.42%	2.98%	-0.55%	-18.64%	0.81	0.89
	Multiracial	1.41%	6.08%	-4.66%	-76.77%	0.23	0.25
	Native American	0.13%	0.12%	0.01%	9.81%	1.10	1.20
	Other		0.16%				
	Pacific Islander	0.76%	1.54%	-0.78%	-50.51%	0.49	0.54
	White	29.32%	31.94%	-2.62%	-8.21%	0.92	
	Asian	3.02%	6.28%	-3.27%	-51.98%	0.48	0.35
	Black	17.40%	7.85%	9.55%	121.62%	2.22	1.60
	Hispanic	37.31%	53.97%	-16.66%	-30.87%	0.69	0.50
San Bernardino CO SO	Middle Eastern/South Asian	1.75%	0.72%	1.03%	142.86%	2.43	1.76
	Multiracial	1.31%	2.77%	-1.46%	-52.69%	0.47	0.34
	Native American	0.27%	0.27%	-0.01%	-2.05%	0.98	0.71
	Other		0.15%				
	Pacific Islander	0.43%	0.13%	0.30%	224.77%	3.25	2.35
	White	38.51%	27.85%	10.66%	38.28%	1.38	
	Asian	3.92%	10.28%	-6.37%	-61.90%	0.38	0.32
	Black	8.17%	4.70%	3.47%	73.84%	1.74	1.48
	Hispanic	29.54%	33.94%	-4.40%	-12.98%	0.87	0.74
San Diego CO SO	Middle Eastern/South Asian	3.18%	1.41%	1.78%	126.06%	2.26	1.92
	Multiracial	0.59%	3.69%	-3.10%	-83.93%	0.16	0.14
	Native American	0.62%	0.38%	0.24%	62.85%	1.63	1.39

**RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity**

Agency	Equation Race/Ethnicity	A	B	C	D	E	F
		RIPA 2019	ACS 2018	Absolute % Difference	Relative % Difference	Disparity Index	$E(m)/E(w)^*$ Ratio of Disparity
San Diego PD	Other		0.16%				
	Pacific Islander	0.97%	0.34%	0.63%	186.87%	2.87	2.44
	White	53.02%	45.10%	7.92%	17.57%	1.18	
	Asian	4.78%	13.41%	-8.63%	-64.36%	0.36	0.36
	Black	19.81%	6.49%	13.32%	205.33%	3.05	3.08
	Hispanic	28.58%	30.74%	-2.16%	-7.01%	0.93	0.94
	Middle Eastern/South Asian	2.59%	1.88%	0.71%	37.81%	1.38	1.39
	Multiracial	0.79%	3.84%	-3.04%	-79.35%	0.21	0.21
	Native American	0.19%	0.22%	-0.03%	-11.52%	0.88	0.89
	Other		0.19%				
Pacific Islander	0.76%	0.38%	0.39%	102.23%	2.02	2.04	
White	42.49%	42.86%	-0.38%	-0.88%	0.99		
San Francisco PD	Asian	11.54%	31.17%	-19.64%	-62.99%	0.37	0.43
	Black	23.74%	4.97%	18.77%	377.53%	4.78	5.53
	Hispanic	19.11%	15.18%	3.93%	25.90%	1.26	1.46
	Middle Eastern/South Asian	7.33%	2.76%	4.57%	165.80%	2.66	3.08
	Multiracial	2.44%	5.31%	-2.86%	-53.98%	0.46	0.53
	Native American	0.14%	0.05%	0.09%	200.94%	3.01	3.48
	Other		0.29%				
	Pacific Islander	1.10%	0.22%	0.88%	401.40%	5.01	5.80
White	34.60%	40.05%	-5.45%	-13.60%	0.86		

<b>RIPA Stop Distribution Compared to Weighted Population Distribution by Race/Ethnicity</b>							
		<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
	<b>Equation</b>			<b>A-B</b>	<b>C/B*100</b>	<b>A/B</b>	<b>E(m)/E(w)*</b>
<b>Agency</b>	<b>Race/Ethnicity</b>	<b>RIPA 2019</b>	<b>ACS 2018</b>	<b>Absolute % Difference</b>	<b>Relative % Difference</b>	<b>Disparity Index</b>	<b>Ratio of Disparity</b>
San Jose PD	Asian	11.74%	24.93%	-13.19%	-52.91%	0.47	0.55
	Black	9.66%	3.13%	6.53%	208.71%	3.09	3.64
	Hispanic	49.35%	33.60%	15.74%	46.85%	1.47	1.73
	Middle Eastern/South Asian	3.70%	6.77%	-3.07%	-45.35%	0.55	0.64
	Multiracial	1.68%	3.80%	-2.12%	-55.75%	0.44	0.52
	Native American	0.15%	0.23%	-0.08%	-35.16%	0.65	0.76
	Other		0.14%				
	Pacific Islander	0.80%	0.39%	0.41%	106.67%	2.07	2.44
	White	22.93%	27.02%	-4.09%	-15.14%	0.85	

Notes. 2019 RIPA stop data were compared to 2018 residential population data from the American Community Survey (ACS). For a full description of the methodology, please see Appendix B.1. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol.  $E(m)/E(w)$ ; disparity index for minority group of color ( $m$ ) divided by the value for White individuals ( $w$ ).

## C.2 Discovery Rate Analysis Tables

### C.2.1 Search Rates

#### C.2.1.1 Search Rates by Race/Ethnicity

<b>Regression Statistics for Search Rates by Race/Ethnicity</b>					
<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Overall	Coefficients	***-0.021 (0.001)	***0.018 (0.001)	***0.004 (0.001)	***-0.018 (0.001)
	Observations	1550991	1957293	2874686	1575707
	Adjusted R <sup>2</sup>	0.288	0.322	0.310	0.288
Municipal	Coefficients	***-0.040 (0.002)	***0.016 (0.001)	-0.001 (0.001)	***-0.037 (0.002)
	Observations	608682	932257	1228184	609767
	Adjusted R <sup>2</sup>	0.265	0.272	0.277	0.261
California Highway Patrol	Coefficients	***-0.006 (0.000)	-0.001 (0.000)	***0.004 (0.000)	***-0.004 (0.000)
	Observations	942309	1025036	1646502	965940
	Adjusted R <sup>2</sup>	0.072	0.071	0.088	0.072
Fresno PD	Coefficients	** -0.021 (0.006)	0.007 (0.005)	0.001 (0.003)	-0.006 (0.005)
	Observations	16329	21058	39945	16058
	Adjusted R <sup>2</sup>	0.333	0.311	0.326	0.349
Long Beach PD	Coefficients	***-0.049 (0.010)	**0.021 (0.006)	0.001 (0.006)	-0.021 (0.010)
	Observations	11390	20535	24150	12712
	Adjusted R <sup>2</sup>	0.209	0.196	0.200	0.215
Los Angeles CO SD	Coefficients	***-0.039 (0.005)	***-0.016 (0.004)	***-0.009 (0.002)	***-0.033 (0.005)
	Observations	58483	80238	140180	53570
	Adjusted R <sup>2</sup>	0.438	0.400	0.454	0.432
Los Angeles PD	Coefficients	***-0.023 (0.002)	***0.029 (0.002)	***0.019 (0.002)	***-0.028 (0.002)
	Observations	159001	327166	460799	163854
	Adjusted R <sup>2</sup>	0.275	0.326	0.300	0.272

**Regression Statistics for Search Rates by Race/Ethnicity**

Agency	Statistic	Asian	Black	Hispanic	Other
Oakland PD	Coefficients	** -0.044 (0.014)	*** 0.062 (0.009)	* 0.028 (0.012)	-0.017 (0.014)
	Observations	4441	16124	9299	4335
	Adjusted R <sup>2</sup>	0.333	0.268	0.324	0.326
Orange CO SO	Coefficients	*** -0.050 (0.009)	* -0.021 (0.010)	*** -0.019 (0.005)	*** -0.050 (0.008)
	Observations	28628	27504	41412	29463
	Adjusted R <sup>2</sup>	0.353	0.343	0.330	0.354
Riverside CO SO	Coefficients	*** -0.016 (0.004)	* -0.009 (0.004)	-0.005 (0.003)	-0.008 (0.005)
	Observations	24522	29017	47973	24664
	Adjusted R <sup>2</sup>	0.459	0.436	0.390	0.456
Sacramento CO SD	Coefficients	*** -0.053 (0.011)	0.007 (0.005)	-0.001 (0.006)	*** -0.069 (0.010)
	Observations	29169	45407	37157	30334
	Adjusted R <sup>2</sup>	0.162	0.151	0.149	0.156
Sacramento PD	Coefficients	* -0.021 (0.008)	*** 0.030 (0.007)	0.008 (0.006)	-0.007 (0.009)
	Observations	23465	46873	34338	23156
	Adjusted R <sup>2</sup>	0.214	0.206	0.206	0.207
San Bernardino CO SO	Coefficients	*** -0.097 (0.009)	*** -0.027 (0.005)	*** -0.037 (0.003)	*** -0.064 (0.008)
	Observations	65496	88180	119578	66675
	Adjusted R <sup>2</sup>	0.236	0.215	0.217	0.230
San Diego CO SO	Coefficients	*** -0.077 (0.010)	*** -0.028 (0.007)	*** -0.030 (0.005)	*** -0.041 (0.007)
	Observations	37025	39788	53686	37961
	Adjusted R <sup>2</sup>	0.245	0.233	0.225	0.241
San Diego PD	Coefficients	*** -0.046 (0.005)	0.005 (0.003)	* -0.008 (0.003)	*** -0.039 (0.005)
	Observations	88491	116644	133061	87676
	Adjusted R <sup>2</sup>	0.154	0.137	0.138	0.152
San Francisco PD	Coefficients	*** -0.030 (0.004)	*** 0.052 (0.004)	*** 0.014 (0.004)	*** -0.035 (0.005)
	Observations	46884	59284	54585	46347

**Regression Statistics for Search Rates by Race/Ethnicity**

<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
	Adjusted R <sup>2</sup>	0.248	0.249	0.255	0.242
San Jose PD	Coefficients	***-0.062 (0.011)	**0.026 (0.009)	0.007 (0.006)	***-0.060 (0.012)
	Observations	15358	14439	32021	12962
	Adjusted R <sup>2</sup>	0.281	0.237	0.232	0.260

Notes. For a full description of the methodology, please see Appendix B.2. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

C.2.1.2 Search Rates by Race/Ethnicity and Gender

<b>Regression Statistics for Search Rates by Race/Ethnicity and Gender</b>				
<b>Gender</b>	<b>Statistic</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Male	Coefficients	***0.022 (0.001)	***0.007 (0.001)	***-0.022 (0.001)
	Observations	1335394	2045222	1232832
	Adjusted R <sup>2</sup>	0.345	0.327	0.301
Female	Coefficients	*0.002 (0.001)	***-0.004 (0.001)	***-0.013 (0.001)
	Observations	618378	825489	568162
	Adjusted R <sup>2</sup>	0.275	0.272	0.280
Other	Coefficients	0.003 (0.028)	0.019 (0.027)	-0.016 (0.028)
	Observations	3521	3975	3503
	Adjusted R <sup>2</sup>	0.199	0.228	0.370

Notes. For a full description of the methodology, please see Appendix B.2. Each set of model statistics for a particular gender and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.



C.2.1.3 Search Rates by Race/Ethnicity and Disability

<b>Regression Statistics for Search Rates by Race/Ethnicity and Disability</b>				
<b>Disability</b>	<b>Statistic</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Mental Health	Coefficients	0.011 (0.008)	0.020 (0.009)	*0.030 (0.013)
	Observations	19823	18144	13999
	Adjusted R <sup>2</sup>	0.223	0.240	0.220
None	Coefficients	***0.018 (0.000)	***0.007 (0.000)	***-0.018 (0.000)
	Observations	1927645	2845918	1782274
	Adjusted R <sup>2</sup>	0.319	0.307	0.281
Other	Coefficients	0.027 (0.014)	0.010 (0.014)	-0.000 (0.017)
	Observations	9824	10623	8222
	Adjusted R <sup>2</sup>	0.247	0.241	0.315

Notes. For a full description of the methodology, please see Appendix B.2. Each set of model statistics for a particular disability group and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

C.2.2 Discovery Rates during Stops with Discretionary Searches

C.2.2.1 Discretionary-search Discovery Rates by Race/Ethnicity

<b>Regression Statistics for Discovery Rates by Race/Ethnicity</b>					
<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Overall	Coefficients	-0.007 (0.007)	***-0.019 (0.003)	***-0.013 (0.002)	-0.011 (0.006)
	Observations	62961	144497	174004	65347
	Adjusted R <sup>2</sup>	0.151	0.164	0.152	0.152
Municipal	Coefficients	-0.007 (0.007)	***-0.018 (0.003)	***-0.012 (0.002)	-0.012 (0.006)
	Observations	61778	143039	171595	64116
	Adjusted R <sup>2</sup>	0.141	0.158	0.146	0.141
California Highway Patrol	Coefficients	-0.048 (0.075)	-0.001 (0.041)	-0.049 (0.026)	0.056 (0.059)
	Observations	1183	1458	2409	1231
	Adjusted R <sup>2</sup>	0.366	0.362	0.355	0.383
Fresno PD	Coefficients	-0.056 (0.059)	-0.058 (0.028)	-0.033 (0.021)	0.085 (0.068)
	Observations	721	1272	2128	686
	Adjusted R <sup>2</sup>	0.160	0.119	0.168	0.136
Long Beach PD	Coefficients	0.012 (0.039)	0.011 (0.014)	0.021 (0.015)	0.018 (0.034)
	Observations	1304	3100	3388	1455
	Adjusted R <sup>2</sup>	0.112	0.073	0.081	0.112
Los Angeles CO SD	Coefficients	0.012 (0.034)	** -0.041 (0.011)	-0.019 (0.009)	-0.042 (0.026)
	Observations	3947	8847	15679	4371
	Adjusted R <sup>2</sup>	0.142	0.149	0.145	0.153
Los Angeles PD	Coefficients	-0.004 (0.016)	-0.007 (0.005)	0.006 (0.005)	0.004 (0.011)
	Observations	10107	54587	69718	11199
	Adjusted R <sup>2</sup>	0.202	0.186	0.159	0.194
Oakland PD	Coefficients	-0.032 (0.039)	0.023 (0.018)	0.044 (0.024)	-0.060 (0.042)
	Observations	947	4559	2187	928
	Adjusted R <sup>2</sup>	0.179	0.157	0.205	0.122

**Regression Statistics for Discovery Rates by Race/Ethnicity**

Agency	Statistic	Asian	Black	Hispanic	Other
Orange CO SO	Coefficients	0.036 (0.043)	** -0.096 (0.028)	*** -0.055 (0.012)	-0.023 (0.036)
	Observations	3952	4121	6639	3976
	Adjusted R <sup>2</sup>	0.099	0.112	0.121	0.104
Riverside CO SO	Coefficients	0.102 (0.150)	-0.001 (0.037)	-0.005 (0.023)	-0.012 (0.058)
	Observations	729	959	1654	801
	Adjusted R <sup>2</sup>	0.183	0.261	0.136	0.124
Sacramento CO SD	Coefficients	0.013 (0.024)	*** -0.037 (0.008)	* -0.032 (0.011)	-0.002 (0.020)
	Observations	4688	8049	6292	4827
	Adjusted R <sup>2</sup>	0.107	0.106	0.107	0.106
Sacramento PD	Coefficients	-0.011 (0.022)	* -0.031 (0.009)	-0.015 (0.012)	-0.010 (0.023)
	Observations	4288	11789	7005	4302
	Adjusted R <sup>2</sup>	0.065	0.083	0.083	0.062
San Bernardino CO SO	Coefficients	0.027 (0.016)	*** -0.024 (0.005)	-0.009 (0.004)	-0.031 (0.012)
	Observations	14933	21222	27537	15285
	Adjusted R <sup>2</sup>	0.128	0.123	0.122	0.128
San Diego CO SO	Coefficients	-0.066 (0.050)	-0.049 (0.019)	-0.007 (0.012)	-0.004 (0.029)
	Observations	4091	4695	6156	4287
	Adjusted R <sup>2</sup>	0.063	0.052	0.071	0.064
San Diego PD	Coefficients	-0.005 (0.026)	0.016 (0.010)	-0.010 (0.010)	-0.008 (0.025)
	Observations	6576	10297	11346	6530
	Adjusted R <sup>2</sup>	0.079	0.085	0.071	0.074
San Francisco PD	Coefficients	-0.009 (0.027)	-0.014 (0.012)	-0.001 (0.014)	-0.006 (0.024)
	Observations	3021	6583	4871	3214
	Adjusted R <sup>2</sup>	0.139	0.207	0.181	0.141
San Jose PD	Coefficients	-0.048 (0.025)	-0.005 (0.019)	* -0.038 (0.013)	-0.034 (0.034)
	Observations	2474	2959	6995	2255

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**Regression Statistics for Discovery Rates by Race/Ethnicity**

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<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
	Adjusted R <sup>2</sup>	0.153	0.122	0.102	0.141

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Notes. For a full description of the methodology, please see Appendix B.2. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

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*C.2.2.2 Discretionary-search Discovery Rates by Race/Ethnicity Excluding Searches with Supervision Criteria*

<b>Regression Statistics for Discovery Rates by Race/Ethnicity</b>					
<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Overall	Coefficients	-0.007 (0.008)	** -0.010 (0.003)	** -0.009 (0.003)	-0.012 (0.007)
	Observations	42213	93797	122679	43766
	Adjusted R <sup>2</sup>	0.213	0.209	0.188	0.213
Municipal	Coefficients	-0.007 (0.008)	* -0.010 (0.003)	* -0.008 (0.003)	-0.014 (0.007)
	Observations	41109	92460	120395	42623
	Adjusted R <sup>2</sup>	0.199	0.203	0.181	0.200

Notes. In addition to the methodology described in Appendix B.2, these analyses also exclude all searches where known supervision terms (e.g. parole) were used as a basis for search. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

*C.2.2.3 Discretionary-search Discovery Rates by Race/Ethnicity and Gender*

<b>Regression Statistics for Search Rates by Race/Ethnicity and Gender</b>				
<b>Gender</b>	<b>Statistic</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Male	Coefficients	***-0.017 (0.003)	***-0.010 (0.003)	-0.009 (0.005)
	Observations	122592	149277	56162
	Adjusted R <sup>2</sup>	0.161	0.147	0.143
Female	Coefficients	***-0.034 (0.008)	** -0.022 (0.007)	-0.010 (0.014)
	Observations	21305	24018	13467
	Adjusted R <sup>2</sup>	0.199	0.207	0.193
Other	Coefficients	0.074 (0.106)	-0.036 (0.084)	-0.180 (0.127)
	Observations	600	709	407
	Adjusted R <sup>2</sup>	0.062	0.144	0.022

Notes. For a full description of the methodology, please see Appendix B.2. Each set of model statistics for a particular gender and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

*C.2.2.4 Discretionary-search Discovery Rates by Race/Ethnicity and Disability*

<b>Regression Statistics for Search Rates by Race/Ethnicity and Disability</b>				
<b>Disability Group</b>	<b>Statistic</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Mental Health	Coefficients	-0.003 (0.013)	0.020 (0.014)	-0.022 (0.019)
	Observations	5790	5217	3905
	Adjusted R <sup>2</sup>	0.023	0.092	0.083
None	Coefficients	***-0.022 (0.003)	***-0.016 (0.002)	-0.008 (0.005)
	Observations	137120	167095	65138
	Adjusted R <sup>2</sup>	0.169	0.155	0.157
Other	Coefficients	0.070 (0.062)	-0.034 (0.056)	-0.078 (0.125)
	Observations	1587	1692	993
	Adjusted R <sup>2</sup>	0.097	0.153	-0.101

Notes. For a full description of the methodology, please see Appendix B.2. Each set of model statistics for a particular disability group and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

C.2.3 Discovery Rates during Stops with Administrative Searches

C.2.3.1 Administrative-search Discovery Rates by Race/Ethnicity

<b>Regression Statistics for Discovery Rates by Race/Ethnicity</b>					
<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Overall	Coefficients	-0.008 (0.007)	-0.004 (0.003)	***-0.013 (0.003)	***-0.029 (0.006)
	Observations	54772	93831	124078	56372
	Adjusted R <sup>2</sup>	0.175	0.157	0.173	0.169
Municipal	Coefficients	-0.000 (0.009)	*-0.009 (0.004)	***-0.015 (0.003)	***-0.033 (0.008)
	Observations	43921	80693	98161	45254
	Adjusted R <sup>2</sup>	0.153	0.146	0.146	0.149
California Highway Patrol	Coefficients	*-0.029 (0.010)	0.000 (0.007)	*-0.011 (0.004)	-0.012 (0.009)
	Observations	10851	13138	25917	11118
	Adjusted R <sup>2</sup>	0.165	0.161	0.164	0.163
Fresno PD	Coefficients	-0.094 (0.065)	0.017 (0.032)	-0.007 (0.023)	-0.021 (0.074)
	Observations	651	1040	1855	644
	Adjusted R <sup>2</sup>	0.2	0.147	0.154	0.209
Long Beach PD	Coefficients	*0.289 (0.089)	0.025 (0.031)	0.047 (0.029)	0.060 (0.063)
	Observations	579	1296	1447	655
	Adjusted R <sup>2</sup>	0.243	0.039	0.099	0.221
Los Angeles CO SD	Coefficients	-0.084 (0.046)	***-0.074 (0.014)	-0.028 (0.012)	-0.031 (0.034)
	Observations	2783	5917	9373	3089
	Adjusted R <sup>2</sup>	0.078	0.112	0.097	0.077
Los Angeles PD	Coefficients	-0.003 (0.019)	-0.008 (0.007)	-0.004 (0.006)	-0.012 (0.015)
	Observations	9545	25112	35011	10106
	Adjusted R <sup>2</sup>	0.173	0.179	0.17	0.171
Oakland PD	Coefficients	-0.103 (0.056)	-0.041 (0.023)	-0.056 (0.027)	*-0.192 (0.059)
	Observations	750	3906	2072	745
	Adjusted R <sup>2</sup>	0.107	0.141	0.148	0.192



**Regression Statistics for Discovery Rates by Race/Ethnicity**

Agency	Statistic	Asian	Black	Hispanic	Other
Orange CO SO	Coefficients	-0.080 (0.105)	-0.138 (0.079)	-0.041 (0.038)	-0.048 (0.106)
	Observations	700	737	1116	704
	Adjusted R <sup>2</sup>	0.177	0.161	0.157	0.156
Riverside CO SO	Coefficients	0.251 (0.168)	-0.002 (0.053)	-0.012 (0.029)	0.051 (0.120)
	Observations	613	741	1307	622
	Adjusted R <sup>2</sup>	0.172	0.174	0.133	0.182
Sacramento CO SD	Coefficients	0.044 (0.030)	-0.011 (0.012)	0.005 (0.015)	-0.016 (0.024)
	Observations	3107	4773	3991	3215
	Adjusted R <sup>2</sup>	0.158	0.121	0.118	0.128
Sacramento PD	Coefficients	*0.110 (0.039)	-0.020 (0.017)	-0.030 (0.020)	*-0.095 (0.036)
	Observations	1759	3569	2624	1754
	Adjusted R <sup>2</sup>	0.139	0.122	0.135	0.098
San Bernardino CO SO	Coefficients	*0.104 (0.035)	***-0.048 (0.011)	***-0.037 (0.009)	-0.052 (0.024)
	Observations	6109	8620	11300	6351
	Adjusted R <sup>2</sup>	0.149	0.152	0.142	0.136
San Diego CO SO	Coefficients	-0.055 (0.060)	-0.030 (0.025)	**0.058 (0.016)	-0.088 (0.037)
	Observations	2302	2744	3660	2417
	Adjusted R <sup>2</sup>	0.162	0.138	0.154	0.163
San Diego PD	Coefficients	-0.004 (0.017)	**0.030 (0.008)	-0.007 (0.007)	-0.010 (0.016)
	Observations	10524	14836	16417	10622
	Adjusted R <sup>2</sup>	0.104	0.093	0.096	0.108
San Francisco PD	Coefficients	*-0.071 (0.028)	0.005 (0.014)	0.013 (0.017)	-0.049 (0.030)
	Observations	2885	5560	4285	2891
	Adjusted R <sup>2</sup>	0.188	0.147	0.191	0.152
San Jose PD	Coefficients	-0.044 (0.035)	0.049 (0.028)	-0.018 (0.019)	-0.045 (0.047)
	Observations	1614	1842	3703	1439

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**Regression Statistics for Discovery Rates by Race/Ethnicity**

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<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
	Adjusted R <sup>2</sup>	0.143	0.115	0.088	0.139

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Notes. For a full description of the methodology, please see Appendix B.2. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

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*C.2.3.2 Administrative-search Discovery Rates by Race/Ethnicity and Gender*

<b>Regression Statistics for Search Rates by Race/Ethnicity and Gender</b>				
<b>Gender</b>	<b>Statistic</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Male	Coefficients	-0.004 (0.004)	***-0.013 (0.003)	-0.013 (0.006)
	Observations	70279	97438	45580
	Adjusted R <sup>2</sup>	0.151	0.168	0.168
Female	Coefficients	-0.008 (0.007)	***-0.025 (0.006)	*-0.033 (0.011)
	Observations	22970	26052	15454
	Adjusted R <sup>2</sup>	0.203	0.218	0.212
Other	Coefficients	0.074 (0.345)	0.110 (0.223)	-0.048 (1.308)
	Observations	582	588	341
	Adjusted R <sup>2</sup>	-1.664	-0.713	-28.715

Notes. For a full description of the methodology, please see Appendix B.2. Each set of model statistics for a particular gender and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

C.2.3.3 Administrative-search Discovery Rates by Race/Ethnicity and Disability

<b>Regression Statistics for Search Rates by Race/Ethnicity and Disability</b>				
<b>Disability Group</b>	<b>Statistic</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
Mental Health	Coefficients	**0.059 (0.019)	0.015 (0.018)	0.018 (0.027)
	Observations	4149	3921	2812
	Adjusted R <sup>2</sup>	0.080	0.202	0.112
None	Coefficients	-0.005 (0.003)	***-0.013 (0.003)	** -0.018 (0.005)
	Observations	88381	118783	57713
	Adjusted R <sup>2</sup>	0.160	0.176	0.180
Other	Coefficients	0.106 (0.087)	0.039 (0.081)	-0.067 (0.415)
	Observations	1301	1374	850
	Adjusted R <sup>2</sup>	0.087	0.009	-2.401

Notes. For a full description of the methodology, please see Appendix B.2. Each set of model statistics for a particular disability group and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\* p < 0.001; \*\* p < 0.01; \* p < 0.05. Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

### C.3 Veil of Darkness Analysis Table

Regression Statistics for Veil of Darkness by Race/Ethnicity					
Agency	Statistic	Asian	Black	Hispanic	Other
Overall	Coefficients	0.002 (0.002)	** -0.005 (0.002)	*** -0.014 (0.002)	*** -0.008 (0.002)
	Observations	218322	267228	409109	223788
	Adjusted R2	0.145	0.349	0.230	0.133
Municipal	Coefficients	0.006 (0.004)	*** -0.015 (0.004)	** -0.010 (0.003)	-0.004 (0.004)
	Observations	55468	93609	133377	55846
	Adjusted R2	0.185	0.412	0.272	0.192
California Highway Patrol	Coefficients	0.001 (0.002)	-0.001 (0.002)	*** -0.016 (0.002)	** -0.008 (0.002)
	Observations	162854	173619	275732	167942
	Adjusted R2	0.125	0.154	0.191	0.114
Fresno PD	Coefficients	0.017 (0.020)	0.039 (0.022)	*0.044 (0.015)	0.036 (0.020)
	Observations	2341	2906	5957	2308
	Adjusted R2	0.111	0.134	0.083	0.038
Long Beach PD	Coefficients	0.023 (0.029)	-0.029 (0.025)	-0.032 (0.022)	0.016 (0.023)
	Observations	1480	2507	3191	1665
	Adjusted R2	0.139	0.203	0.122	0.507
Los Angeles CO SD	Coefficients	0.002 (0.012)	-0.012 (0.012)	-0.016 (0.009)	-0.025 (0.012)
	Observations	7129	9472	16804	6398
	Adjusted R2	0.386	0.310	0.211	0.257
Los Angeles PD	Coefficients	0.003 (0.009)	*** -0.022 (0.005)	** -0.016 (0.004)	-0.020 (0.010)
	Observations	15101	39865	59920	15908
	Adjusted R2	0.104	0.432	0.224	0.139
Oakland PD	Coefficients	-0.058 (0.102)	-0.033 (0.039)	0.021 (0.056)	-0.078 (0.100)
	Observations	291	1019	684	302
	Adjusted R2	0.117	0.117	0.154	0.016
Orange CO SO	Coefficients	0.005 (0.017)	-0.015 (0.014)	-0.028 (0.022)	-0.008 (0.018)

**Regression Statistics for Veil of Darkness by Race/Ethnicity**

Agency	Statistic	Asian	Black	Hispanic	Other
	Observations	2585	2516	3622	2706
	Adjusted R2	0.037	0.099	0.109	0.143
Riverside CO SO	Coefficients	0.013 (0.013)	-0.014 (0.018)	-0.014 (0.017)	-0.020 (0.014)
	Observations	2943	3533	5760	2996
	Adjusted R2	0.062	0.244	0.174	0.076
	Coefficients	-0.019 (0.017)	***-0.084 (0.020)	-0.055 (0.021)	0.006 (0.019)
Sacramento CO SO	Observations	2239	3860	3266	2363
	Adjusted R2	0.128	0.143	0.143	0.121
	Coefficients	0.033 (0.019)	-0.018 (0.014)	-0.026 (0.018)	0.004 (0.018)
Sacramento PD	Observations	2685	6044	4473	2716
	Adjusted R2	0.049	0.169	0.109	0.120
	Coefficients	0.009 (0.010)	-0.005 (0.015)	0.017 (0.014)	0.008 (0.011)
San Bernardino CO SO	Observations	5160	6668	9493	5230
	Adjusted R2	0.149	0.198	0.177	0.098
	Coefficients	-0.029 (0.017)	0.010 (0.019)	0.008 (0.020)	0.019 (0.018)
San Diego CO SO	Observations	2534	2666	4042	2570
	Adjusted R2	0.078	0.169	0.237	0.053
	Coefficients	0.029 (0.016)	0.005 (0.016)	0.026 (0.015)	0.011 (0.016)
San Diego PD	Observations	4570	5626	7742	4351
	Adjusted R2	0.138	0.310	0.220	0.104
	Coefficients	0.008 (0.018)	-0.006 (0.016)	-0.034 (0.017)	0.011 (0.016)
San Francisco PD	Observations	5284	5871	5511	5349
	Adjusted R2	0.067	0.243	0.153	0.209
	Coefficients	-0.033 (0.042)	-0.036 (0.044)	-0.036 (0.022)	0.023 (0.041)
San Jose PD	Observations	1126	1056	2912	984
	Adjusted R2	0.214	0.183	0.157	0.228

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**Regression Statistics for Veil of Darkness by Race/Ethnicity**

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<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
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Notes. For a full description of the methodology, please see Appendix B.3. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons \*\*\*  $p < 0.001$ ; \*\*  $p < 0.01$ ; \*  $p < 0.05$ . Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

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## C.4 Use of Force Analysis Table

Regression Statistics for Use of Force by Race/Ethnicity					
Agency	Statistic	Asian	Black	Hispanic	Other
Overall	Coefficients	***0.831 (0.049)	***1.454 (0.025)	***1.175 (0.022)	0.930 (0.042)
	Observations	372507	701177	1078661	391486
	Adjusted R2	0.257	0.217	0.223	0.257
Municipal	Coefficients	*0.876 (0.051)	***1.337 (0.023)	***1.158 (0.021)	0.949 (0.044)
	Observations	225715	481247	644466	235612
	Adjusted R2	0.236	0.196	0.196	0.236
California Highway Patrol	Coefficients	*0.608 (0.168)	***1.861 (0.091)	*1.217 (0.065)	0.995 (0.129)
	Observations	103701	144022	291117	112900
	Adjusted R2	-0.013	0.006	0.038	-0.004
Fresno PD	Coefficients	0.654 (0.345)	*1.640 (0.165)	1.341 (0.137)	0.852 (0.384)
	Observations	3697	7462	17733	4183
	Adjusted R2	0.021	0.042	0.130	0.035
Long Beach PD	Coefficients	0.571 (0.327)	**1.595 (0.146)	*1.470 (0.143)	*1.742 (0.226)
	Observations	2503	10400	10802	3170
	Adjusted R2	-0.020	0.035	0.051	0.014
Los Angeles CO SD	Coefficients	0.609 (0.347)	***1.380 (0.078)	**1.273 (0.069)	1.229 (0.179)
	Observations	10342	24224	43864	11191
	Adjusted R2	0.564	0.412	0.400	0.577
Los Angeles PD	Coefficients	0.840 (0.151)	***1.329 (0.056)	***1.218 (0.048)	0.892 (0.101)
	Observations	25985	128924	212625	30669
	Adjusted R2	0.036	0.045	0.080	0.033
Oakland PD	Coefficients	1.929 (0.419)	***1.930 (0.148)	*1.803 (0.195)	0.708 (0.453)
	Observations	738	10565	4453	748
	Adjusted R2	-0.171	0.045	0.028	-0.177
Orange CO SO	Coefficients	*0.304 (0.394)	1.089 (0.278)	*0.751 (0.109)	0.678 (0.272)
	Observations	6765	6684	14683	6940



**Regression Statistics for Use of Force by Race/Ethnicity**

Agency	Statistic	Asian	Black	Hispanic	Other
	Adjusted R2	0.192	0.176	0.237	0.191
Riverside CO SO	Coefficients	0.059 (2.072)	1.008 (0.426)	1.023 (0.199)	0.992 (0.050)
	Observations	1282	2406	8520	1308
	Adjusted R2	0.050	0.030	0.160	-163.490
	Coefficients	0.951 (0.144)	*1.158 (0.060)	1.029 (0.077)	0.959 (0.118)
Sacramento CO SO	Observations	21996	39022	29890	23404
	Adjusted R2	0.022	0.047	0.037	0.020
	Coefficients	1.088 (0.102)	***1.254 (0.051)	1.122 (0.065)	0.910 (0.123)
Sacramento PD	Observations	14767	37787	25131	14638
	Adjusted R2	0.194	0.223	0.208	0.198
	Coefficients	0.921 (0.215)	***1.365 (0.066)	*1.164 (0.052)	*0.670 (0.160)
San Bernardino CO SO	Observations	37864	57416	81792	38508
	Adjusted R2	0.233	0.233	0.220	0.240
	Coefficients	0.578 (0.328)	1.110 (0.151)	1.041 (0.106)	0.961 (0.196)
San Diego CO SO	Observations	10283	13542	20392	11237
	Adjusted R2	0.056	0.068	0.076	0.054
	Coefficients	*0.744 (0.125)	***1.309 (0.066)	*1.159 (0.064)	1.018 (0.125)
San Diego PD	Observations	40886	68699	79464	41421
	Adjusted R2	0.093	0.115	0.122	0.100
	Coefficients	0.821 (0.194)	***1.458 (0.085)	0.962 (0.087)	0.848 (0.147)
San Francisco PD	Observations	13301	28205	19938	13103
	Adjusted R2	0.317	0.225	0.257	0.226
	Coefficients	0.859 (0.151)	**1.469 (0.112)	*1.251 (0.094)	1.293 (0.189)
San Jose PD	Observations	5591	6950	20597	4878
	Adjusted R2	0.055	0.034	0.083	0.030

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**Regression Statistics for Use of Force by Race/Ethnicity**

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<b>Agency</b>	<b>Statistic</b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>Other</b>
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Notes. For a full description of the methodology, please see Appendix B.4. Each set of model statistics for a particular agency and race/ethnicity corresponds to a single regression test. Each model only contained a single racial/ethnic group of color and White individuals; White individuals were the reference group for all analyses. “Overall” refers to all agencies combined while “Municipal” excludes California Highway Patrol. Asterisks represent level of significance for adjusted p values using the Benjamini-Hochberg Procedure for multiple comparisons: \*\*\*  $p < 0.001$ ; \*\*  $p < 0.01$ ; \*  $p < 0.05$ . Coefficients; estimate (standard error). Observations represent the number of stops analyzed by the statistical model.

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## APPENDIX D – CIVILIAN COMPLAINTS

### D.1 Racial and Identity Profiling Civilian Complaints for RIPA Reporting Agencies

Wave	Agency Name	Sustained	Exonerated	Not Sustained	Unfounded
1	California Highway Patrol	0	19	0	2
1	Los Angeles County Sheriff's Department	1	31	6	1
1	Los Angeles Police Department	0	0	57	314
1	San Bernardino County Sheriff's Department	0	1	0	33
1	San Diego County Sheriff's Department	0	0	0	73
1	San Diego Police Department	5	1	1	8
2	Fresno Police Department	0	1	2	9
2	Long Beach Police Department	0	0	0	3
2	Oakland Police Department	0	1	1	34
2	Orange County Sheriff's Department	3	8	0	0
2	Sacramento County Sheriff's Office	0	1	1	3
2	Sacramento Police Department	0	0	0	3
2	San Jose Police Department	0	0	0	23
3	Alameda County Sheriff's Department	0	0	1	0
3	Anaheim Police Department	0	2	0	10
3	Bakersfield Police Department	0	0	3	4
3	Fresno County Sheriff's Department	0	0	0	7

<b>Wave</b>	<b>Agency Name</b>	<b>Sustained</b>	<b>Exonerated</b>	<b>Not Sustained</b>	<b>Unfounded</b>
3	Kern County Sheriff's Department	0	2	1	5
3	Riverside Police Department	0	0	1	9
3	San Francisco County Sheriff's Department	1	0	1	2
3	Santa Clara County Sheriff's Department	0	1	0	6
3	Stockton Police Department	0	0	0	3
3	Ventura County Sheriff's Department	0	15	0	1
4	Alameda Police Department	0	0	0	1
4	Albany Police Department	0	0	0	1
4	Alhambra Police Department	0	1	0	2
4	Arcadia Police Department	0	0	0	1
4	Berkeley Police Department	0	0	1	1
4	Beverly Hills Police Department	0	0	0	4
4	Brentwood Police Department	0	0	0	3
4	Burbank Police Department	0	2	0	4
4	Butte County Sheriff's Department	3	2	1	6
4	Cal Poly San Luis Obispo, University Police	0	1	0	0
4	Chico Police Department	0	0	1	0
4	Chino Police Department	0	1	0	0
4	Claremont Police Department	0	1	0	0
4	CSU San Francisco, University Police	0	0	0	1

<b>Wave</b>	<b>Agency Name</b>	<b>Sustained</b>	<b>Exonerated</b>	<b>Not Sustained</b>	<b>Unfounded</b>
4	Culver City Police Department	0	1	3	1
4	Desert Hot Springs Police Department	0	0	0	1
4	Downey Police Department	0	0	0	1
4	El Cerrito Police Department	0	0	0	2
4	El Segundo Police Department	0	0	1	0
4	Escalon Police Department	0	0	0	1
4	Eureka Police Department	0	0	0	2
4	Fairfield Police Department	0	0	0	4
4	Fontana Police Department	1	0	0	1
4	Fountain Valley Police Department	0	0	0	3
4	Fremont Police Department	0	0	0	4
4	Fullerton Police Department	0	1	0	0
4	Galt Police Department	0	0	0	1
4	Glendale Police Department	0	0	0	4
4	Greenfield Police Department	1	0	0	0
4	Grover Beach Police Department	0	0	0	1
4	Hayward Police Department	0	0	0	4
4	Healdsburg Police Department	0	0	0	1
4	Hollister Police Department	0	0	2	0
4	Huntington Beach Police Department	0	0	0	3

<b>Wave</b>	<b>Agency Name</b>	<b>Sustained</b>	<b>Exonerated</b>	<b>Not Sustained</b>	<b>Unfounded</b>
4	Imperial County Sheriff's Department	0	0	1	9
4	Irvine Police Department	0	0	0	4
4	La Verne Police Department	0	0	0	2
4	Lake Sheriff's Department	0	0	0	1
4	Livermore Police Department	0	0	0	2
4	Madera Police Department	0	3	0	1
4	Madera Sheriff's Department	0	0	1	2
4	Menlo Park Police Department	0	1	0	0
4	Mill Valley Police Department	0	0	0	1
4	Milpitas Police Department	0	0	0	3
4	Modesto Police Department	0	0	0	2
4	Monterey County Sheriff's Department	0	0	1	0
4	Morgan Hill Police Department	0	0	0	1
4	Murrieta Police Department	0	0	1	0
4	Napa County Sheriff's Department	0	1	0	0
4	Nevada County Sheriff's Department	0	0	0	1
4	Oceanside Police Department	0	2	0	1
4	Ontario Police Department	0	1	0	1
4	Orange Police Department	0	0	0	1
4	Orland Police Department	0	0	0	1

<b>Wave</b>	<b>Agency Name</b>	<b>Sustained</b>	<b>Exonerated</b>	<b>Not Sustained</b>	<b>Unfounded</b>
4	Oroville Police Department	0	1	0	0
4	Oxnard Police Department	0	0	1	0
4	Palm Springs Police Department	0	0	0	3
4	Palos Verdes Estates Police Department	0	0	0	1
4	Parlier Police Department	1	1	2	0
4	Pasadena Police Department	0	0	0	4
4	Paso Robles Police Department	0	0	0	1
4	Pittsburg Police Department	0	1	1	0
4	Pleasant Hill Police Department	0	0	0	1
4	Porterville Police Department	0	1	0	0
4	Red Bluff Police Department	0	0	0	1
4	Redlands Police Department	0	0	0	1
4	Redwood City Police Department	0	0	1	2
4	Rialto Police Department	0	0	0	1
4	Richmond Police Department	0	0	0	1
4	Rio Vista Police Department	0	1	0	0
4	Rohnert Park Police Department	0	0	0	1
4	Salinas Police Department	0	2	0	4
4	San Bruno Police Department	0	0	0	2
4	San Joaquin County Sheriff's Department	0	2	0	1

<b>Wave</b>	<b>Agency Name</b>	<b>Sustained</b>	<b>Exonerated</b>	<b>Not Sustained</b>	<b>Unfounded</b>
4	San Leandro Police Department	0	1	0	1
4	San Luis Obispo County Sheriff's Department	0	0	0	1
4	San Mateo County Sheriff's Department	0	0	1	4
4	Santa Barbara Police Department	0	1	0	2
4	Santa Clara Police Department	0	2	0	6
4	Santa Cruz County Sheriff's Department	0	0	0	4
4	Santa Cruz Police Department	1	0	0	0
4	Santa Rosa Police Department	0	0	0	1
4	Scotts Valley Police Department	0	0	0	1
4	Seal Beach Police Department	0	1	0	0
4	Sierra Madre Police Department	0	0	0	1
4	Signal Hill Police Department	0	0	0	2
4	Simi Valley Police Department	0	0	0	3
4	Solano County Sheriff's Department	0	0	1	1
4	Sonoma County Sheriff's Department	1	0	0	0
4	South Pasadena Police Department	0	1	0	0
4	Stanislaus County Sheriff's Department	0	1	0	1
4	Stockton Unified School District	0	0	0	1
4	Sunnyvale Police Department	0	0	0	1
4	Torrance Police Department	0	0	0	7



Wave	Agency Name	Sustained	Exonerated	Not Sustained	Unfounded
4	Tulare County Sheriff's Department	0	4	1	1
4	Tulare Police Department	0	0	0	2
4	UC Berkeley, University Police	0	0	0	1
4	UC Riverside, University Police	0	1	0	0
4	Union City Police Department	0	0	1	0
4	Vacaville Police Department	0	0	0	2
4	Vallejo Police Department	0	0	0	1
4	Ventura Police Department	0	0	0	1
4	Weed Police Department	0	1	0	0
4	West Sacramento Police Department	0	0	0	1
4	Yolo County Sheriff's Department	1	0	0	2

Notes. This table only includes RIPA agencies that reported at least one Racial and Identity Profiling complaint that reached one of the four disposition categories in 2019.

*Sustained* – investigation disclosed sufficient evidence to prove truth of allegation in complaint by preponderance of evidence.

*Exonerated* – investigation clearly established that employee's actions that formed basis of allegations in complaint were not a violation of law or agency policy.

*Not sustained* – investigation failed to disclose sufficient evidence to clearly prove or disprove complaint's allegation.

*Unfounded* – investigation clearly established that allegation is not true.

## Appendix E - E.1 AB 953 Survey Analysis

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During 2020, the Department of Justice (Department) conducted a survey of Wave 1, 2, and 3 agencies to learn about the impact of the Board's recommendations and data analysis within law enforcement agencies, and to identify the actions agencies are taking to advance the goals of RIPA. Wave 1 and Wave 2 agencies were included in the full survey, and Wave 3 agencies were included in the portions that did not pertain to data analysis, as they had yet to begin collecting data at the time of the survey.

Fourteen of the 15 Wave 1 and 2 agencies completed the survey. Responses indicate:

- The majority of Wave 1 and Wave 2 agencies (8) have either adopted the Board's recommendations to some degree *and* are still revising their policies to reflect best practices (5), *or* are still revising their policies to reflect best practices (3). Most recommendations that agencies are adopting are associated with updating policies to reflect best practices in general (4), or data collection, analysis and/or reporting procedures (6).
- Twelve of the responding agencies have incorporated the Board's recommendations into their training. The majority of agencies (7) indicated that their training already incorporated the Board's recommendations. Three agencies used the recommendations as a source for updating or creating their training materials.
- Agencies are *reviewing* (5), providing *access* to (5), and *sharing* (5) stop data with their staff or other external groups (e.g., the public). Out of those who are providing *access*, the majority of LEAs indicated that management-level officers have access to stop data information (4). Of the agencies who indicated they shared stop data, most shared this information with department staff during meetings, briefings, through e-mail, or other forms of communication (4).
- Six agencies use stop data to hold staff accountable for the submission of stop data. Most agencies mentioned that departmental policy (3) or management-level officer review (3) were the mechanisms for ensuring compliance.
- All 14 agencies stated that they have a bias-free policing policy, with 10 agencies adopting some portion of the model bias-free policing language provided in the RIPA Board 2020 Annual Report.
- Eleven agencies stated having a civilian review board; however, only 45 percent indicated that the civilian review board discussed the report's findings or recommendations.
- Ten out of the 14 agencies analyzed stop data. The majority of these agencies (6) indicated that they analyzed all categories collected in their stop data. Furthermore, for those using benchmark comparisons, most use population estimates (4). Agencies are sharing their analysis findings internally with department staff (8) and with external groups, such as the public (6).
- Several agencies indicated the need for *additional funding or resources* to assist with conducting stop data analyses (7). Agencies also indicated that the *integration of data*

*collection systems (5) and the absence of other contextual variables were barriers to conducting analyses (5).*

All 11 Wave 3 agencies completed the survey. Responses indicate:

- The majority of Wave 3 agencies (7) have either adopted the Board's recommendations to some degree *and* are still revising their policies to reflect best practices (4), *or* are still revising their policies to reflect best practices (3).
- Most agencies have not incorporated the Board's recommendations in their training (8); however, 2 of the 8 agencies indicated that their training already incorporated the best practices discussed in the Board's report.

## Introduction

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The DOJ Research Center conducted an analysis of survey responses collected from law enforcement agencies who are currently collecting stop data under the Racial and Identity Profiling Act (RIPA). The purpose of the survey was to better understand the actions taken by these law enforcement agencies to advance the goals of RIPA.

### *Method*

The survey was distributed to all 15 Wave 1 and Wave 2 and 11 Wave 3 RIPA stop data collection agencies. The Wave 1 and 2 survey consisted of twenty-six questions and Wave 3 survey consisted of 13 questions pertaining to LEA's experiences, actions, and policy changes that may have arisen as a result of the RIPA Board's 2020 report. Appendix A and B provide the list of questions asked in each survey.

Frequencies and percentages were calculated for each question requiring a 'Yes' or 'No' response. Qualitative content analyses were conducted to identify and summarize themes and patterns manifested in the responses to open-ended questions. For all such questions, this process included categorizing each LEA's response using phrases, sentences, and in some cases, paragraphs as units for analysis. Researchers did not code any ambiguous portions of text from which coding could only be completed by engaging in interpretive judgements or speculation. Theme and sub-theme information for each agency is provided in Appendix C.

## Results

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Fourteen out of 15 Wave 1 and Wave 2 law enforcement agencies participated in the survey.<sup>9</sup> All 11 Wave 3 law enforcement agencies participated in the survey.

Below we provide a summary of all Yes/No questions asked in the LEA survey (Table 1). The majority of agencies have incorporated the Board's recommendations in their training (86%). Most agencies have not used the analyses provided in the Board's report to identify trends and patterns in their own stop data (64%) or change their policies or practices as a result of the Board's findings (71%). Most agencies review stop data with staff (79%); Fewer than half are using stop data to hold their staff accountable (43%). Most agencies have a civilian review or community advisory board (79%) with 45 percent of these discussing the Board's recommendations. All of the agencies indicated that they have a bias-free policing policy and the majority indicated that they have adopted some or all of the model bias-free policing policy discussed in the Board's report (71%). Lastly, 71 percent of agencies indicated that they analyze stop data.

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<sup>9</sup> The Sacramento County Sheriff's Office did not participate in the survey.

Regarding Wave 3 agencies, the majority have not incorporated recommendations in their training (73%) nor have they changed their policies or practices as a result of the Board’s analysis or findings (82%). The majority of agencies do not have a civilian review or community advisory board (73%) and, for those that did, none indicated that the civilian review or advisory board discussed the Board’s recommendations. All of the agencies who responded indicated that they had a bias-free policing policy with the majority indicating that they have not adopted the Board’s recommendations regarding a model bias-free policing policy (80%).

<i>Survey Question</i>	<i>Wave 1 &amp; 2 (N = 14)</i>		<i>Wave 3 (N = 11)</i>	
	<i>Yes</i>	<i>No</i>	<i>Yes</i>	<i>No</i>
<b>Incorporated Recommendations in Training</b>	12 (86%)	2 (14%)	3 (27%)	8 (73%)
<b>Changed Policies/Practices as a Result of Board’s Analysis or Findings</b>	4 (29%)	10 (71%)	2 (18%)	9 (82%)
<b>Agency has Civilian Review or Community Advisory Board</b>	11 (79%)	3 (21%)	3 (27%)	8 (73%)
<b>Civilian Review or Community Advisory Board Discussed Recommendations<sup>10</sup></b>	5 (45%)	6 (55%)	0 (0%)	3 (100%)
<b>Agency has Bias-Free Policing Policy<sup>11</sup></b>	14 (100%)	0 (0%)	10 (100%)	0 (0%)
<b>Adopted Model Bias-Free Policing Policy Discussed in Report<sup>12</sup></b>	10 (71%)	4 (29%)	2 (20%)	8 (80%)
<b>Actions Taken in Response to Recommendations Regarding Civilian Complaint Procedures<sup>13</sup></b>	5 (36%)	9 (64%)	4 (40%)	6 (60%)
<b>Used Analyses in Report to Identify Trends and Patterns</b>	5 (36%)	9 (64%)	-	-
<b>Reviews Stop Data with Staff</b>	11 (79%)	3 (21%)	-	-
<b>Uses Stop Data to Hold Staff Accountable</b>	6 (43%)	8 (57%)	-	-
<b>Agency Analyzes Stop Data</b>	10 (71%)	4 (29%)	-	-

<sup>10</sup> Calculation excludes LEA’s who indicated that they did not have a civilian review or community advisory board

<sup>11</sup> Los Angeles World Police did not provide a response to this question

<sup>12</sup> Los Angeles World Police did not provide a response to this question

<sup>13</sup> Los Angeles World Police did not provide a response to this question

## *Using the Contents of the RIPA Report*

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The following questions asked if and how law enforcement agencies are incorporating the Board's recommendations and findings into their practices and policies. All three LEA waves submitted responses to these questions. Ten LEAs indicated that they have not changed their practices or policies as a result of the Board's findings; the majority of Wave 1 and 2 LEAs have either adopted the Board's recommendations to some degree *and* are still revising their policies to reflect best practices (5), *or* are still revising their policies to reflect best practices (3). Most recommendations that agencies are adopting are associated with updating policies to reflect best practices in general (4), or data collection and analysis reporting procedures (6). Furthermore, two agencies have updated their civilian complaint procedures to reflect best practices. Almost all of the responding agencies (12) indicated that they have incorporated at least some of the Board's recommendations in their training. The majority of agencies (7) indicated that some or all of their training already incorporated the Board's recommendations to some degree. Three agencies used the recommendations as a source for updating or creating their training materials.

The majority of Wave 3 agencies (7) have either adopted the Board's recommendations to some degree *and* are still revising their policies to reflect best practices (4), *or* are still revising their policies to reflect best practices (3). Most agencies have not incorporated the Board's recommendations in their training (8); two of the 8 responding agencies indicated that their training already incorporated the best practices discussed in the Board's report.

### **“What are the main actions your agency has taken to adopt the recommendations in the RIPA Board's annual reports?”**

#### *Wave 1 and 2 Agency Results*

Due to the similarities in responses, the questions “please describe how your agency has changed policies or practices as a result of the RIPA Board's stop data analyses or findings” and “please describe the actions your agency has taken in response to the best practices recommendations regarding civilian complaint procedures and forms provided in the RIPA Board Report” were combined with the responses to this question.

All 14 LEAs provided comments on the aforementioned questions. Three major themes were identified in the LEAs' responses.

**Adoption.** The first theme identified was *adoption*. These comments indicated that the LEA had adopted the recommendations in the RIPA report in some way. Nine of the 14 responding agencies provided responses for this theme.

- **Adoption 1.1.1** Updated policies to incorporate recommendations (5 agencies).

- **Adoption 1.1.2** Data collection/analysis reporting recommendations (published RIPA reports, RIPA statistical dashboard, partnership with academic institutions, internal data queries) (6 agencies).
- **Adoption 1.1.3** Community Engagement/Trust building (includes hiring procedure changes) (2 agencies).
- **Adoption 1.1.4** Updated civilian complaint procedures to reflect best practices (2 agencies).

*“Complaints can now be submitted on-line and the complaint process is attached to the form.”*  
- San Bernardino County SD

*“The department updated its non-bias policing policy...and tried to include the best practice recommendations from RIPA Report”* - San Diego PD

**Under Review.** The second theme identified was *under review*. These statements indicated that they were currently revising or reviewing their policies to reflect best practices. Eight of the 14 responding agencies provided responses in line with this theme and were categorized into two sub-themes.

- **Under Review 1.2.1** Currently reviewing and revising procedures/content of civilian complaint process to reflect best practices (e.g. content: classification types, forms) (5 agencies).
- **Under Review 1.2.2** Currently reviewing and revising policies to reflect best practices (3 agencies).

*“The CHP is currently revising departmental policy to include language and guidance developed by the RIPA Board”*  
- CHP

*“We have reviewed and discussed the recommendations internally and are looking for ways to address them”*  
- Riverside County SD

**Recommendations pre-existing.** The third theme identified was *recommendations pre-existing*. These statements indicated that the recommendations were already established in their policies and procedures. Five of the 14 responding agencies provided responses in line with the theme of recommendations pre-existing.

- **Recommendations Pre-Existing 1.3.1** Recommendations already established in policies/procedures (5 agencies).

*“We believe we have met all the best practices recommendations in one way or another”  
- LAPD*

*“Our agency already has a bias-based policing policy...”  
- Sacramento PD*

### *Wave 3 Agency Results*

Due to either a low response rate or similarity in responses, the questions “what are the main actions your agency has taken to adopt the recommendations in the RIPA Board’s annual reports,” “please describe how your agency has changed policies or practices as a result of the RIPA Board’s stop data analyses or findings,” and “please describe the actions your agency has taken in response to the best practices recommendations regarding civilian complaint procedures and forms provided in the RIPA Board report” were combined. Responses from the comments portion of the survey were also integrated into the analysis for the aforementioned questions when applicable.

All 11 LEAs provided comments on the aforementioned questions. Three major themes were identified in the LEAs’ responses.

***Adoption.*** Eight of the 11 responding agencies provided responses related to this theme and were categorized into two sub-themes.

- **Adoption 1.1.1** Updated or created policies to incorporate recommendations and best practices (2 agencies).
- **Adoption 1.1.2** Stop data collection requirements and training (5 agencies).

Riverside PD also fell under the adoption theme and indicated that they created a Chief Advisory Board that collaborates with community stakeholders to ensure proper policing strategies, but they did not fall under a sub-theme for adoption.

***Under Review.*** Nine of the 11 responding agencies provided responses related to this theme and were categorized into two sub-themes.

- **Under Review 1.2.2** Currently reviewing and revising policies to reflect best practices (4 agencies).
- **Under Review 1.2.3** Currently implementing or training staff on stop data collection procedures (6 agencies).



- **Recommendations Pre-Existing.** Three of the 11 responding agencies provided responses related to this theme. These agencies indicated that the Board’s recommendations were already incorporated in their civilian complaint procedures.

**“Please describe how your agency has incorporated the findings or recommendations included in the RIPA Board's annual reports in its training (e.g., roll-call training, academy courses, or other forms of training)”.**

Twelve of the 14 responding LEAs indicated that they have incorporated RIPA Board findings or recommendations into their training. Three major themes were identified in the LEA’s responses.

**Incorporated.** The first theme was *incorporated*. These statements indicated **how** they have incorporated best practices into their training. Four of the 12 responding agencies provided responses in accordance with this theme and were categorized into two sub-themes.

- **Incorporated 2.1.1** Information used as a source for developing/updating training (3 agencies).
- **Incorporated 2.1.2** Officers required to know or are reminded of policies consistent with recommendations (2 agencies).

*“We teach the requirements of AB 953 data collection and remind everyone of existing policies consistent with the RIPA Board’s recommendations” – San Jose PD*

*“We have implemented a training video and bulletin to educate department members”  
- Orange County SD*

**Under Review 2.2.1.** The second theme was *under review*. These statements indicated that they are currently updating or developing training materials in line with best practices. Two of the 12 responding agencies provided responses for this theme.

*“The CHP is currently updating departmental training curriculum in compliance with AB 953...”  
- CHP*

*“...in the process of developing implicit bias and bias by proxy training for its civilian personnel based on Board Recommendations”  
- San Diego PD*

**Pre-Existing Training 2.3.1.** The last theme was *pre-existing training*. These statements discussed training but did not indicate how the recommendations were incorporated. Seven of the 12 responding agencies provided responses in line with the theme of pre-existing training. Two of these 7 agencies also mentioned incorporation of recommendations into other trainings or are currently reviewing their trainings to make new adoptions of recommendations.

*“Deputies receive ongoing training”  
- Riverside County SD*

*“Adopted both in policy and roll call  
training bulletins”  
- Fresno PD*

### *Wave 3 Agency Results*

Due to a low response rate, themes were not able to be identified in the Wave 3 agency responses. Two agencies indicated that the Board’s recommendations were already incorporated into their pre-existing training. One agency indicated that they are currently reviewing and revising their trainings to reflect best practices. Lastly, one agency stated that policies are made known to officers during training and one agency indicated that they used the Board’s recommendations as a source for updating their training.

**“Please describe how your agency used the analyses included in the RIPA Board 2020 annual report to identify trends and patterns in your agency’s stop data”.**

Five out of the 14 LEAs indicated that they used the analyses included in the Board’s 2020 annual report to identify trends in their stop data. Themes and sub-themes were not identified due to the low response count. Three agencies used the report to develop additional analyses aimed at identifying patterns in their stop data. The other 2 agencies indicated that they used the analyses but either did not describe how they used them or it was unclear on how they used them to identify trends and patterns in their stop data.

## *Stop Data and Staff*

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These questions asked if and how law enforcement agencies are reviewing stop data with their staff and incorporating the data into their accountability procedures. Wave 1 and 2 LEAs submitted responses to these questions. The majority of LEAs indicate that they are *reviewing* (5), providing *access* to (5), or sharing (5) stop data with their staff and other external groups. Out of those who indicated providing *access*, the majority of LEAs indicated that management or supervisory-level officers have access to stop data information (4). Regarding agencies who indicated they *shared* stop data, most shared this information with department staff during meetings, briefings, through e-mail, or other forms of communication (4). Six Wave 1 and 2 agencies use stop data to hold staff accountable for the submission of stop data. Most agencies mentioned that departmental policy (3) or management-level officer review (3) were the mechanisms for ensuring compliance.

### **“Please describe how your agency reviews the stop data with your staff.”**

Eleven out of the 14 LEAs indicated that they review stop data with their staff with 10 providing additional information for how they review data with staff. Four major themes were identified in the LEA’s responses.

**Reviews 3.1.1.** The first theme identified was *reviews*. Statements falling under this theme indicated that management or supervisor-level officers conduct reviews of the stop data. Five of the 10 responding agencies provided responses in accordance with this theme.

“Agency stop data is reviewed by supervisors and managers”  
- CHP

“Daily reviews are conducted by watch commanders to ensure compliance and deficiencies are corrected immediately”  
- San Bernardino County SD

**Discussed.** The second theme was *discussed*. These statements indicated that stop data was discussed with either department staff or the public. Three of the 10 responding agencies provided responses for this theme and were categorized into two sub-themes.

- **Discussed 3.2.1** Stop data information discussed with department staff (e.g., meetings, briefings, electronic communication) (3 agencies).
- **Discussed 3.2.2** Information discussed with the public (1 agency).

“Data discussed with supervisors and officers, as well as the community following media stories related to RIPA stop data” - San Diego PD

“Agency stop data discussed during meetings and briefings”  
- CHP

**Shares.** The third theme was *shares*. These statements indicated that stop data information was shared with to either internal staff or external groups. Five of the 10 responding agencies provided responses in line with this theme and were categorized into two sub-themes.

- **Shares 3.3.1** Stop data information shared with department staff (e.g., meetings, briefings, electronic communication) (4 agencies).
- **Shares 3.3.2** Information shared with the public or other external groups (2 agencies).

*“The information was formulated into a document that was shared during meetings, briefings, and via e-mail”*  
- San Diego County SD

*“Managers share weekly stop data reports with supervisors”*  
- Los Angeles County SD

**Access.** The last theme identified was *access*. These statements indicated that the department provided access to stop data information to internal staff or external groups. Five of the 10 responding agencies provided responses for this theme and were categorized into three sub-themes.

- **Access 3.4.1** Management or supervisor-level officers have access to the stop data information (4 agencies).
- **Access 3.4.2** Stop data reports made available to department staff (2 agencies).
- **Access 3.4.3** Agency-generated reports made available to public (2 agencies).

*“The Board’s report is available to all members of the department”*  
- Los Angeles PD

*“All managers currently have the ability to view the information on a daily basis”*  
- San Diego County SD

**“Please describe how your agency uses stop data to hold your staff accountable.”**

Six out of the 14 responding LEAs indicated that they used stop data to hold their staff accountable. Two major themes were identified in the LEAs’ responses,

**Data Review Procedures.** The first theme was *data review procedures*. These statements indicated that management-level officers review data or internal audit procedures were intended to ensure officer compliance. Four of the six responding agencies provided responses in line with this and were categorized into two sub-themes.

- **Data Review Procedures 4.1.1** Management level officers review stop data to ensure compliance (3 agencies).
- **Data Review Procedures 4.1.2** Internal audit procedures implemented to ensure stop data collection compliance (2 agency).

*“Agency stop data is reviewed by supervisors and managers and staff are held accountable for any violations of policy and procedures”  
- CHP*

*“Developed internal inspection procedures to make sure stop data is accurate, collected, and submitted”  
- San Diego PD*

**Policies 4.2.1.** The second theme was *policies*. These statements indicated that policies were put in place to ensure compliance. Three of the six responding agencies provided responses for this theme.

*“Entry of stop data is mandated per department policy, failure to do so could be grounds for discipline”  
- San Francisco PD*

*“The accountability component deals with regulation compliance currently”  
-San Bernardino County SD*

## ***Bias-Free Policing***

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These questions aimed to discover if and how law enforcement agencies are holding staff accountable for compliance with their bias-free policing policy. All three LEA waves submitted responses to these questions. The majority of Wave 1 and 2 agencies *discussed* specific measures for ensuring compliance with their bias-free policing policy (11) or procedures for determining non-compliance (8). More specifically, most agencies stated that departmental policies are used to hold staff accountable (10).

The majority of Wave 3 agencies *discussed* specific measures for ensuring compliance with their bias-free policing policy (8) or actions taken in response to non-compliance (5). More specifically, agencies indicated that training or supervision (5) and departmental policies (4) are intended to hold staff accountable. Agencies indicated that violations of their bias-free policing policy would result in additional training (3) and other corrective action or discipline (5).

### **“How does your agency hold staff accountable for compliance and respond to non-compliance with the bias-free policing policy?”**

#### *Wave 1 and 2 Agency Results*

All 14 agencies indicated that they have a bias-free policing policy. Thirteen of the 14 responding agencies discussed how their staff are held accountable for compliance with their bias-free policing policy. Three major themes were identified in the LEAs’ responses.

***Compliance Assurance.*** The first theme was *compliance assurance*. These statements indicated that policies and procedures ensured compliance. Eleven of the 13 responding agencies provided responses related to this theme and were categorized into three sub-themes.<sup>14</sup>

- **Compliance Assurance 5.1.1** Have policies intended to hold staff accountable (10 agencies).
- **Compliance Assurance 5.1.2** Conducts audits of civilian complaint reports to ensure compliance (3 agencies).
- **Compliance Assurance 5.1.3** Provide training and supervision to meet policy expectations (1 agency).

*“Departmental policy prohibits racial or identity profiling and discrimination of any kind”*  
- CHP

*“SDPD holds personnel accountable by establishing clear expectations in policy and procedures...”*  
- San Diego PD

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<sup>14</sup> Oakland Police Department did not provide any information in response to this question.

**Non-Compliance Determination Procedures.** The second theme was *non-compliance determination procedures*. These statements discussed that, if a violation is reported or identified, an investigation is initiated to determine whether a violation of policy occurred. Eight of the 13 responding agencies provided responses in line with this theme.

*“If there is a policy violation, a personnel/administrative investigation is initiated”*  
- Orange County SD

*“Any violations reported are taken seriously and investigated as necessary”*  
- Los Angeles PD

**Non-Compliance Response.** The third theme was *non-compliance response*. These statements discussed how non-compliance would be addressed. Five of the 13 responding agencies provided responses related to this theme and were categorized into two sub-themes.

- **Non-Compliance Response 5.3.1** Additional training or education (2 agencies).
- **Non-Compliance Response 5.3.2** Unspecified corrective action/discipline (5 agencies).

*“All employees are held accountable through training and progressive discipline, when necessary”*  
- CHP

*“Failure to comply with any policy results in disciplinary action”*  
- Long Beach PD

### *Wave 3 Agency Results*

Ten out of the 11 Wave 3 LEAs indicated that they have a bias-free policing policy and provided additional information for how they hold their staff accountable for compliance with this policy.<sup>15</sup> Three major themes were identified in the LEAs’ responses.

**Compliance Assurance.** Eight of the 10 responding agencies provided responses related to this theme and were categorized into two sub-themes.

- **Compliance Assurance 5.1.1** Have policies intended to hold staff accountable (4 agencies).
- **Compliance Assurance 5.1.3** Provide training and/or supervision to meet policy expectations (5 agencies).

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<sup>15</sup> Los Angeles World Police did not provide a response to either of these questions.

***Non-Compliance Identification and Investigation.*** Three of the 10 responding agencies provided responses related to this theme and indicated that, if a violation is reported or identified, an investigation is initiated to determine if there was a violation of policy.

***Non-Compliance Response.*** Five of the 10 responding agencies provided responses related to this theme and were categorized into two sub-themes.

- **Non-Compliance Response 5.3.1** Additional training (3 agencies).
- **Non-Compliance Response 5.3.2** Corrective action/discipline (5 agencies).



## *Stop Data Collection and Analysis*

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These questions asked if and how law enforcement agencies are analyzing their stop data. Wave 1 and 2 agencies submitted responses to these questions. Ten out of the 14 agencies analyzed stop data. The majority of these agencies (6) indicated that they analyzed all categories collected in their stop data. Most agencies (4) use population estimates as a benchmark comparison when analyzing their stop data. Agencies are sharing their analysis findings internally with department staff (6) and to external groups, such as the public (8). Lastly, data collection system integration (5), funding and resources (7), and the variables included (5) were barriers indicated by the agencies for conducting stop data analyses.

### **“What categories does the analysis include (e.g., reason for stop, actions taken during stop, result of stop)?”**

All 10 LEAs who indicated that they analyzed stop data provided information for categories analyzed. Two major themes were identified in the LEAs’ responses.

**All Categories (Unspecified).** The first theme identified was *all categories (unspecified)*. Six of the 10 responding agencies provided responses in line with this theme.

- **All Categories (Unspecified) 6.1.1** All categories captured in the stop data are included in analyses (6 agencies).

*“We use all the categories depending on what we are trying to look at and analyze”  
- Los Angeles PD*

*“All of the above”  
- San Francisco PD*

**Specific Incident Categories.** The second theme identified was *specific incident categories*. Five of the 10 responding agencies provided responses related to this theme and were categorized into four sub-themes.

- **Specific Incident Categories 6.2.1** Reason for contact/stop (4 agencies).
- **Specific Incident Categories 6.2.2** Actions taken (2 agencies).
- **Specific Incident Categories 6.2.3** Search information (3 agencies).
- **Specific Incident Categories 6.2.4** Result of incident (5 agencies).

*“SDPD has done preliminary analyses related to stops, searches, arrests, citations, and field interviews” - San Diego PD*

*“LASD regularly audits stops and back seat detentions...along with how the call was cleared”  
- Los Angeles County SD*

In addition to their statements falling under the “specific incident categories” theme, the Orange County Sheriff’s Department also indicated that they analyze perceptions of age, limited English proficiency, LGBT, gender, race, and disability.

**“What, if any, benchmark comparisons are used?”**

Eight of the 10 LEAs who indicated that they analyzed stop data provided benchmark comparisons information. Themes were not identified due to the lack of uniformity in the responses. The majority of agencies (4) use population estimates as a benchmark comparison when analyzing their stop data.

**“With whom are the findings shared?”**

Nine of the 10 LEAs who indicated that they analyzed stop data also provided information about with whom the findings are shared. Two major themes were identified in the LEAs’ responses.

**Internal to Agency.** The first theme identified was *internal to agency*. These comments indicated that findings were shared with internal agency staff. Eight of the 9 responding agencies provided responses in line with this theme and were categorized into three sub-themes.

- **Internal to Agency 8.1.1** Executive staff (3 agencies).
- **Internal to Agency 8.1.2** Command staff (4 agencies).
- **Internal to Agency 8.1.3** Other/unspecified department staff (5 agencies).

“Our command staff will get the results of the analysis”  
- Los Angeles PD

“All sworn and non-sworn members are provided information related to RIPA’s data”  
- San Diego County SD

**External to Agency.** The second theme identified was *external to agency*. These comments indicated that findings were shared with individuals external to the agency. Six agencies indicated that they shared their findings with the public. In addition to sharing with the public, the Los Angeles County SD also shares their findings with the Office of Inspector General for LA County and the Civilian Oversight Commission for LA County.

**“What, if any, external resources is your agency engaging for this analysis (e.g., academics, police commissions, civilian review bodies, or local advisory boards)?”**

Nine of the 10 LEAs who specified that they analyzed stop data also indicated that they are currently or are thinking about using external resources to analyze their stop data. Themes

and sub-themes were not identified due lack of uniformity in responses. Five agencies (CHP, Long Beach PD, Los Angeles PD, Oakland PD, and San Francisco PD) indicated that they are inquiring about or are already working with an academic institution. Two (2) agencies (San Diego PD and San Diego County SD) indicated that they are working with the Center for Policing Equity. Oakland PD indicated that, in addition to working with an academic institution, they are working with a federal monitoring team. Lastly, the Los Angeles PD and Los Angeles SD stated that they are working with the City and County Office of the Inspector General, respectively.

**“What, if any, barriers to analyzing stop data has your agency encountered?”**

Due to the similarities in responses, the questions “what, if any, additional resources are needed to assist your agency in analyzing stop data?” and “please provide any other comments you believe would be useful in understanding the resources and activities that your agency is engaging to advance the goals of RIPA or if there are other areas that could be included in the RIPA reports that your agency would find beneficial” were combined with the responses to this question.

Thirteen of the 14 responding agencies provided comments on one or all of the aforementioned questions that, as a whole, are associated with barriers to analyzing stop data and additional resources needed to conduct stop data analysis.<sup>16</sup> Three major themes were identified but no sub-theme information was identified due to the lack of uniformity across the responses.

**Data Collection Systems.** The first theme identified was that there were barriers with the data collection system itself. These comments indicated that the integration of data collection systems made it difficult to analyze data or that it was difficult to export data to analyze it. Five of the 13 responding agencies provided responses in line with this theme.

<sup>17</sup>

*“We are in the process of implementing a new CAD/RMS system, which will allow us to analyze the data” - Riverside County SD*

*“Expanding the department’s existing technological capabilities would assist in analyzing this data” - Long Beach PD*

**Funding and/or Resources.** The second theme identified was that there were barriers with funding and/or resources. These comments indicated that additional funding for staff and other resources (e.g., training, model analysis examples, guidelines for “Veil of Darkness” formula),

<sup>16</sup> Orange County Sheriff did not respond to any of these questions.

<sup>17</sup> CAD is the abbreviation for computer-aided dispatch and RMS stands for records management systems. CAD systems collect initial incident information and then provide this information to one or more RMS.

were necessary to conduct stop data analyses. Seven of the 13 responding agencies provided responses in line for this theme.

*“Additional resources that are needed for our agency to analyze stop data is additional staffing and funding” - Sacramento PD*

*“Due to the volume of data to be analyzed, the CHP anticipates moderate costs associated with the analysis” - CHP*

**Variables.** The third theme identified was that there were barriers with the absence of specific variables in the stop data. These comments indicated that additional variables are needed in the dataset to conduct a more complete analysis (e.g., experiencing homelessness, cooperativeness of suspect, timing variables, department-specific variables, etc.). Five of the 14 responding agencies provided responses related to this theme.

*“It would be helpful to have more information such as census tract data, crime data, and suspect data for the areas as well as cooperativeness of the individual...” - LAPD*

*“It would be helpful to add another category related to whether the person stopped/detained was ...[experiencing homelessness]”  
- San Diego PD*

## E.2 AB 953 Stop Data & Resources - Wave 1 and 2 Survey Questions

### Contact Information

First and Last Name

Title

Agency Name

Work Telephone Number:

Email

### Using the Contents of the RIPA Report

- 1) What are the main actions your agency has taken to adopt the recommendations in the RIPA Board's annual reports?
  
- 2) Has your agency incorporated the findings or recommendations included in the [RIPA Board's annual reports](#) in its training (e.g., roll-call training, academy courses, or other forms of training)?
  - 2a) Please describe how your agency has incorporated the findings or recommendations included in the RIPA Board's annual reports in its training (e.g., roll-call training, academy courses, or other forms of training).
  
- 3) Has your agency used the analyses included in the RIPA Board 2020 Annual Report to identify trends and patterns in your agency's stop data?
  - 3a) Please describe how your agency used the analyses included in the RIPA Board 2020 Annual Report to identify trends and patterns in your agency's stop data.
  
- 4) Has your agency changed policies or practices as a result of the RIPA Board's stop data analysis or findings?
  - 4a) Please describe how your agency has changed policies or practices as a result of the RIPA Board's stop data analyses or findings.

### Stop Data & Staff

- 5) Does your agency review the stop data with your staff?
  - 5a) Please describe how your agency reviews the stop data with your staff.
  
- 6) Does your agency use stop data to hold your staff accountable?
  - 6a) Please describe how your agency uses stop data to hold your staff accountable.

## **Discussing RIPA Report**

- 7) Does your agency have a civilian review or community advisory board?
- 8) Has the civilian review or community advisory board discussed the findings or recommendations of the reports?

## **Bias-Free Policing**

- 9) Does your agency have a bias-free policing policy?
  - 9a) How does your agency hold staff accountable for compliance and respond to non-compliance with the bias-free policing policy?
- 10) Has your agency adopted any portion of the model Bias-Free Policing language provided in the RIPA Board 2020 Annual Report?

## **Civilian Complaint**

- 11) Has your agency taken any actions in response to the best practices recommendations regarding civilian complaint procedures and forms provided in the RIPA Board 2020 Annual Report?
  - 11a) Please describe the actions your agency has taken in response to the best practices recommendations regarding civilian complaint procedures and forms provided in the RIPA Board Report.

## **Your Agency's Stop Data Collection and Analysis**

- 12) Does your agency analyze stop data?
  - 12a) What categories does the analysis include (e.g., reason for stop, actions taken during stop, result of stop)?
    - 12b) What, if any, benchmark comparisons are used?
    - 12c) What, if any, external resources is your agency engaging for this analysis (e.g., academics, police commissions, civilian review bodies, or local advisory boards)?
- 13) What, if any, barriers to analyzing stop data has your agency encountered?
- 14) What, if any, additional resources are needed to assist your agency in analyzing the stop data?
- 15) If your agency collects additional data elements, other than those mandated by RIPA regulations, please indicate what data you are collecting and why.

## **Other Comments**

16) Please provide any other comments you believe would be useful in understanding the resources and activities that your agency is engaging to advance the goals of RIPA or if there are other areas that could be included in the RIPA reports that your agency would find beneficial.

## **E.3**

### **AB 953 Stop Data & Resources - Wave 3 Survey Questions**

#### **Contact Information**

First and Last Name

Title

Agency Name

Work Telephone Number:

Email

#### **Using the Contents of the RIPA Report**

1) What are the main actions your agency has taken to adopt the recommendations in the RIPA Board's annual reports?

2) Has your agency incorporated the findings or recommendations included in the [RIPA Board's annual reports](#) in its training (e.g., roll-call training, academy courses, or other forms of training)?

2a) Please describe how your agency has incorporated the findings or recommendations included in the RIPA Board's annual reports in its training (e.g., roll-call training, academy courses, or other forms of training).

3) Has your agency changed policies or practices as a result of the RIPA Board's stop data analysis or findings?

3a) Please describe how your agency has changed policies or practices as a result of the RIPA Board's stop data analyses or findings.

#### **Discussing RIPA Report**

4) Does your agency have a civilian review or community advisory board?

5) Has the civilian review or community advisory board discussed the findings or recommendations of the reports?

## **Bias-Free Policing**

- 6) Does your agency have a bias-free policing policy?
- 6a) How does your agency hold staff accountable for compliance and respond to non-compliance with the bias-free policing policy?
- 7) Has your agency adopted any portion of the model Bias-Free Policing language provided in the RIPA Board 2020 Annual Report?

## **Civilian Complaint**

- 11) Has your agency taken any actions in response to the best practices recommendations regarding civilian complaint procedures and forms provided in the RIPA Board 2020 Annual Report?
  - 11a) Please describe the actions your agency has taken in response to the best practices recommendations regarding civilian complaint procedures and forms provided in the RIPA Board Report.

## **Other Comments**

- 12) Please provide any other comments you believe would be useful in understanding the resources and activities that your agency is engaging to advance the goals of RIPA or if there are other areas that could be included in the RIPA reports that your agency would find beneficial.



## E.4 Agency Survey Responses Tables

<b>Table 1. Main Actions Taken and Training Recommendations</b>				
<b>Agency</b>	<b>Main Actions Taken</b>	<b>Incorporated in Training</b>	<b>Used Analyses in Report to Identify Trends/Patterns</b>	<b>Incorporated Recommendations in Training Description</b>
<i>Wave 1 and 2 Agencies</i>				
<b>CHP</b>	Data collection/analysis reporting; Policy revision in progress	Yes	No	Currently reviewing/revising training
<b>Fresno PD</b>	Updated Policies	Yes	No	Recommendations pre-existing in training
<b>Long Beach PD</b>	Policy revision in progress	No	Yes	N/A
<b>Los Angeles CO SD</b>	Policy revision in progress; Recommendations pre-existing	Yes	No	Recommendations pre-existing in training
<b>Los Angeles PD</b>	Recommendations pre-existing	Yes	No	Recommendations pre-existing in training
<b>Oakland PD</b>	Recommendations pre-existing	No	No	N/A
<b>Orange CO SD</b>	Updated civilian complaint procedures; Policy revision in progress	Yes	No	Used as source for updating training materials
<b>Riverside CO SD</b>	Data collection/analysis reporting Policy revision in progress	Yes	No	Recommendations pre-existing in training
<b>Sacramento PD</b>	Policy revision in progress; Recommendations pre-existing	Yes	No	Policies made known to officers; Recommendations pre-existing in training
<b>San Bernardino CO SD</b>	Updated policies; Data collection/analysis reporting; Updated civilian complaint procedures; Other	Yes	Yes	Other
<b>San Diego CO SD</b>	Data collection/analysis reporting; Other	Yes	Yes	Recommendations pre-existing in training
<b>San Diego PD</b>	Updated policies; Data collection/analysis reporting; Policy revision in progress	Yes	Yes	Currently reviewing/revising training; Recommendations pre-existing in training
<b>San Francisco PD</b>	Updated policies; Policy revision in progress	Yes	Yes	Used as source for updating training materials
<b>San Jose PD</b>	Data collection/analysis reporting; Recommendations pre-existing	Yes	No	Used as source for updating training materials; Policies made known to officers
<i>Wave 3 Agencies</i>				

<b>Alameda CO SD</b>	Updated policies; Currently implementing/reviewing stop data collection requirements	Yes	N/A	Policies made known to officers
<b>Bakersfield PD</b>	Stop data collection requirements and training; Pre-existing recommendations in civilian complaint policies	Yes	N/A	Currently reviewing/revising training
<b>Fresno CO SD</b>	Currently implementing/reviewing stop data collection requirements	No	N/A	N/A
<b>Kern CO SD</b>	Stop data collection requirements; Currently reviewing/revising policies	No	N/A	N/A
<b>LA School PD</b>	Stop data collection requirements; Currently reviewing/revising policies	No	N/A	N/A
<b>LA World Airport Police</b>	Currently implementing/reviewing stop data collection requirements; Currently reviewing/revising policies	No	N/A	N/A
<b>Riverside PD</b>	Created Chief's Advisory Board; Currently implementing/reviewing stop data collection requirements; Pre-existing recommendations in civilian complaint policies	No	N/A	N/A
<b>San Francisco SD</b>	Updated policies	No	N/A	Recommendations pre-existing in training
<b>Santa Clara CO SD</b>	Currently reviewing/revising policies	No	N/A	Recommendations pre-existing in training
<b>Stockton PD</b>	Stop data collection requirements and training; Currently implementing/reviewing stop data collection requirements; Pre-existing recommendations in civilian complaint policies	Yes	N/A	Used as source for updating training materials
<b>Ventura CO SD</b>	Stop data collection requirements and training; Currently implementing/reviewing stop data collection requirements	No	N/A	N/A

**Table 2. Civilian Complaint and Civilian Review Board Recommendations**

<b>Agency</b>	<b>Civilian Complaint Procedure Recommendations</b>	<b>Has Civilian Review or Community Advisory Board</b>	<b>Civilian Review/Community Advisory Board Discussed RIPA Board Report</b>
<i>Wave 1 and 2 Agencies</i>			
<b>CHP</b>	No	Yes	Yes
<b>Fresno PD</b>	No	es	No
<b>Long Beach PD</b>	No	Yes	No
<b>Los Angeles CO SD</b>	No	Yes	Yes
<b>Los Angeles PD</b>	No	Yes	Yes
<b>Oakland PD</b>	No	Yes	No
<b>Orange CO SD</b>	Yes	Yes	No
<b>Riverside CO SD</b>	No	No	N/A
<b>Sacramento PD</b>	Yes	No	N/A
<b>San Bernardino CO SD</b>	Yes	No	N/A
<b>San Diego CO SD</b>	No	Yes	No
<b>San Diego PD</b>	Yes	Yes	Yes
<b>San Francisco PD</b>	Yes	Yes	Yes
<b>San Jose PD</b>	No	Yes	No
<i>Wave 3 Agencies</i>			
<b>Alameda CO SD</b>	No	No	N/A
<b>Bakersfield PD</b>	No	No	N/A
<b>Fresno CO SD</b>	No	No	N/A
<b>Kern CO SD</b>	Yes	No	N/A
<b>LA School PD</b>	No	No	N/A
<b>LA World Airport Police</b>	N/A	No	N/A
<b>Riverside PD</b>	Yes	Yes	No
<b>San Francisco SD</b>	No	No	N/A
<b>Santa Clara CO SD</b>	Yes	Yes	No
<b>Stockton PD</b>	Yes	Yes	No
<b>Ventura CO SD</b>	No	No	N/A

**Table 3. Stop Data and Staff**

<b>Agency</b>	<b>Reviews Stop Data with Staff</b>	<b>Reviewing Stop Data with Staff Description</b>	<b>Stop Data Used for Staff Accountability</b>	<b>Stop Data Accountability Description</b>
<b>CHP</b>	Yes	Management-level officers review; Discussed with department staff	Yes	Management-level officers review stop data to ensure compliance; Compliance ensured by policy
<b>Fresno PD</b>	No	N/A	No	N/A
<b>Long Beach PD</b>	Yes	Management-level officers review	No	N/A
<b>Los Angeles CO SD</b>	Yes	Other	No	N/A
<b>Los Angeles PD</b>	Yes	Shared with external group; Department staff have access	No	N/A
<b>Oakland PD</b>	Yes	Management-level officers review	Yes	Management-level officers review stop data to ensure compliance
<b>Orange CO SD</b>	No	N/A	No	N/A
<b>Riverside CO SD</b>	Yes	Shared with department staff; Management-level officers have access	Yes	Management-level officers review stop data to ensure compliance internal audit procedures
<b>Sacramento PD</b>	No	N/A	No	N/A
<b>San Bernardino CO SD</b>	Yes	Management-level officers review; Discussed with department staff; Shared with department staff and public	Yes	Compliance ensured by policy
<b>San Diego CO SD</b>	Yes	Shared with department staff; Management-level officers have access; Department staff have access; Public has access	No	N/A
<b>San Diego PD</b>	Yes	Management-level officers review; Discussed with department staff; Discussed with public	Yes	Internal audit procedures
<b>San Francisco PD</b>	Yes	Management-level officers have access; Public has access	Yes	Compliance ensured by policy
<b>San Jose PD</b>	Yes	Shared with department staff; Management-level officers have access	No	N/A

**Table 4. Bias-Free Policing Policy**

<b>Agency</b>	<b>Has Bias-Free Policing Policy</b>	<b>Staff Accountability for Compliance with Policy</b>	<b>Adopted Model Bias-Free Policing Policy Language</b>
<i>Wave 1 and 2 Agencies</i>			
<b>CHP</b>	Yes	Department policies; Non-compliance addressed with training and corrective action/discipline	Yes
<b>Fresno PD</b>	Yes	Reported violation investigated	Yes
<b>Long Beach PD</b>	Yes	Department policies; Non-compliance addressed with corrective action/discipline	Yes
<b>Los Angeles CO SD</b>	Yes	Department policies; Conduct audits; Reported violation investigated	Yes
<b>Los Angeles PD</b>	Yes	Reported violation investigated	No
<b>Oakland PD</b>	Yes	No response	No
<b>Orange CO SD</b>	Yes	Department policies; Reported violation investigated	Yes
<b>Riverside CO SD</b>	Yes	Department policies; Reported violation investigated	No
<b>Sacramento PD</b>	Yes	Conduct audits	No
<b>San Bernardino CO SD</b>	Yes	Department policies; Non-compliance addressed with training and corrective action/discipline	Yes
<b>San Diego CO SD</b>	Yes	Department policies; Reported violation investigated	Yes
<b>San Diego PD</b>	Yes	Department policies; Conduct audits; Training and supervision; Reported violation investigated; Non-compliance addressed with corrective action/discipline	Yes
<b>San Francisco PD</b>	Yes	Department policies; Non-compliance addressed with corrective action/discipline	Yes
<b>San Jose PD</b>	Yes	Department policies; Reported violation investigated	Yes
<i>Wave 3 Agencies</i>			
<b>Alameda C CO SD</b>	Yes	Non-compliance addressed with training and corrective action/discipline	No
<b>Bakersfield PD</b>	Yes	Department policies; Reported violation investigated; Non-compliance addressed with training and corrective action/discipline	No
<b>Fresno CO SD</b>	Yes	Training and supervision	No
<b>Kern CO SD</b>	Yes	Reported violation investigated; Non-compliance addressed with training and corrective action/discipline	Yes
<b>LA School PD</b>	Yes	Supervision	No
<b>LA World Airport Police</b>	N/A	N/A	N/A
<b>Riverside PD</b>	Yes	Department policies; Non-compliance addressed with corrective action/discipline	No
<b>San Francisco SD</b>	Yes	Training and supervision	No
<b>Santa Clara CO SD</b>	Yes	Department policies; Training and supervision	Yes
<b>Stockton PD</b>	Yes	Department policies	No

<b>Ventura CO SD</b>	Yes	Training; Reported violation investigated; Non-compliance addressed with corrective action/discipline	No
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**Table 5. Analyzing Stop Data**

<b>Agency</b>	<b>Analyzes Stop Data</b>	<b>Categories Analyzed</b>	<b>Benchmark Comparisons</b>	<b>Findings Shared</b>	<b>Barriers to Analyzing Stop Data</b>
<b>CHP</b>	Yes	All Categories	Other incident types	N/A	Funding/Resources; Variables
<b>Fresno PD</b>	No	N/A	N/A	N/A	Data collection systems; Funding/Resources
<b>Long Beach PD</b>	Yes	All Categories	Currently identifying benchmark comparisons	Department staff	Data collection systems
<b>Los Angeles CO SD</b>	Yes	All Categories; Result of incident	Audit data	Public; Office of Inspector General for LA County & Civilian Oversight Commission for LA County	Data collection systems
<b>Los Angeles PD</b>	Yes	All Categories	Population estimates; Crime statistics; Other incident data	Command staff; Public	Variables
<b>Oakland PD</b>	Yes	Reason for contact; Search info; Result of incident	N/A	Executive staff; Command staff	Variables
<b>Orange CO SD</b>	Yes	Reason for contact; Actions taken; Search info; Result of incident; Other	N/A	Executive staff; Command staff; Department staff	N/A
<b>Riverside CO SD</b>	No	N/A	N/A	N/A	Data collection systems
<b>Sacramento PD</b>	No	N/A	N/A	N/A	Funding/Resources
<b>San Bernardino CO SD</b>	Yes	Reason for contact; Actions taken; Result of incident	Population estimates	Executive staff; Command staff; Public	Funding/Resources
<b>San Diego CO SD</b>	Yes	All Categories	Population estimates	Department staff; Public	Funding/Resources

<b>San Diego PD</b>	Yes	Reason for contact; Search info; Result of incident	Population estimates	Department staff; Public	Funding/Resources; Variables
<b>San Francisco PD</b>	Yes	All Categories	Trends over time; Geographic districts	Department staff; Public	Data collection systems; Funding/Resources
<b>San Jose PD</b>	No	N/A	N/A	N/A	Variables

## **F.1.1 Oakland Police Department**





DEPARTMENTAL  
GENERAL  
ORDER

New Order  
Effective Date  
15 Nov 04

M-19

Index as:

Bias-Based Policing  
Prohibitions Regarding Racial Profiling  
and Other Bias-Based Policing  
Racial Profiling

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**PROHIBITIONS REGARDING RACIAL PROFILING AND  
OTHER BIAS-BASED POLICING**

**I. PURPOSE**

- A. The purpose of this policy is to reaffirm the Oakland Police Department's commitment to providing service and enforcing laws in a fair and equitable manner, and to establish a relationship with the community based on trust and respect. Whenever our practices are, or are perceived to be, biased, unfair, or disrespectful, we lose public trust and support and diminish our effectiveness.
- B. The Department recognizes that there has been a growing national perception that law enforcement action is too often based on racial stereotypes ("racial profiling") or other bias-based policing – whether it is against African Americans, Latinos, Asians, Middle Easterners, South Asians, or any other race, ethnicity, national origin, gender, age, religion, sexual orientation, or disability. In Oakland, there is concern within our communities that some members may engage in this behavior. Whether individual members agree or not, we, as an organization, must recognize that this concern exists and be responsive to it.
- C. California Penal Code Section 13519.4(e) prohibits racial profiling by law enforcement officers. This Department policy explicitly prohibits racial profiling and other bias-based policing. It also states the limited circumstances in which members can consider race, ethnicity, national origin, gender, age, religion, sexual orientation, or disability in making law enforcement decisions and actions.

## **II. DEFINITION OF RACIAL PROFILING**

The use of race, ethnicity, or national origin in determining reasonable suspicion, probable cause or the focus or scope of any police action that directly or indirectly imposes on the freedoms or free movement of any person, unless the use of race, ethnicity, or national origin is used as part of a specific suspect description.

## **III. POLICY**

- A. Investigative detentions, traffic stops, arrests, searches and property seizures by officers shall be based on a standard of reasonable suspicion or probable cause in accordance with the Fourth Amendment of the U.S. Constitution.
- B. Members shall articulate specific facts and circumstances that support reasonable suspicion or probable cause for investigative detentions, pedestrian, bicycle, or vehicle stops, arrests, non-consensual searches and property seizures.
- C. Members shall not consider actual or perceived race, ethnicity, national origin, gender, age, religion, sexual orientation, or disability in establishing either reasonable suspicion or probable cause or when carrying out law enforcement activities EXCEPT when credible and reliable information links specific suspect descriptions to specific unlawful or suspicious activity.

Members seeking one or more specific persons who have been identified or described in part by any of the above listed characteristics may rely on these characteristics in part and only in combination with other appropriate factors.

## **IV. CONSENT SEARCHES**

- A. A consent search refers to searches conducted not based on probable cause, incident to arrest or pursuant to a search warrant, but based on permission granted from the person being searched.
- B. Consent searches are permissible law enforcement tools; however, their use shall not be:

1. Arbitrary. In other words, the request to conduct a consent search must be reasonable and members should be able to articulate the suspicion that formed the basis for the request.
  2. Based on actual or perceived race, ethnicity, national origin, gender, age, religion, sexual orientation, or disability.
- C. Members shall complete a Field Contact Report (836-314) for each consent search conducted articulating the reason for the search.
- D. Pursuant to Report Writing Manual Insert R-2, members shall complete a Stop-Data Collection Form (Scantron) for each consent search conducted.
- E. Members shall advise individuals of their right to refuse a consent search.

#### **V. CONDUCTING STOPS**

In conducting pedestrian, bicycle, or vehicle stops, members shall:

- A. be courteous, respectful, polite and professional.
- B. explain the reason for the stop while asking for identification, unless impractical.
- C. identify yourself.
- D. ensure the length of the detention is no longer than necessary to take appropriate action for the known or suspected offense, and explain the reason for any delays.
- E. answer questions the person may have regarding the stop and explain the disposition of the stop.
- F. apologize for the inconvenience when appropriate.
- G. if asked, provide the procedures for filing a complaint about police services or conduct outlined in DGO M-3 COMPLAINTS AGAINST DEPARTMENTAL PERSONNEL OR PROCEDURES.

## VI. EXAMPLES OF RACIAL PROFILING

A. Examples of racial profiling include but are not limited to the following:

1. Example #1

While on patrol an officer observes a black male driving a new, expensive Mercedes Benz in a low-income neighborhood. The vehicle is not listed on the “hot sheet” nor is it entered in the Stolen Vehicle System (SVS). The officer decides to stop the vehicle to further investigate because he feels the car may be stolen because it appears too expensive for the driver and the neighborhood.

Detaining the driver of a vehicle based on the determination that a person of that race, ethnicity or national origin is unlikely to own or possess a specific model of vehicle is prohibited.

In this particular example, the officer had neither reasonable suspicion nor probable cause to detain the vehicle. Absent additional information or observations that would lead a “reasonable” officer to believe the vehicle was stolen, such as a smashed window or signs that the vehicle was hot-wired, the officer’s stop constitutes racial profiling.

2. Example #2

An officer is assigned to a predominately “white” residential neighborhood. While on patrol, the officer observes a Hispanic male driving a truck late at night. The officer knows most of the residents in the area and does not recognize the Hispanic driver. Recently there have been burglaries in that area. Based on the fact that there have been burglaries in the area, and the driver is Hispanic and the residents in the area are white, the officer stops the vehicle to further investigate.

Detaining the driver of a vehicle based on the determination a person of that race, ethnicity or national origin does not belong in a particular part of town constitutes racial profiling and is prohibited.

In this particular example, the officer’s knowledge of the residents and the driver’s race, even though the race differs from most of the residents in that area, does not provide reasonable suspicion. The

fact that there have been burglaries in the area may raise an officer's suspicion to vehicles driving late at night; however, even when this information is considered with the other factors discussed, it is an insufficient basis for a detention.

## **VII. STOP-DATA COLLECTION**

Pursuant to Department Report Writing Manual Insert R-2, members shall:

- A. complete a Stop-Data Collection Form for every vehicle, walking, and bicycle stop conducted during their shift. Members shall also complete a Stop-Data Collection Form for every consent search conducted.
- B. print his/her name and serial number at the bottom of every Stop-Data Collection Form completed.
- C. submit completed Stop-Data Collection forms to their assigned supervisor or, in the absence of the assigned supervisor, an available field sergeant or Watch Commander for review and approval.
- D. deposit all completed (and approved) forms in the report writing receptacle at the end of their shift.

## **VIII. MEMBER RESPONSIBILITIES**

Members shall:

- A. not engage in, ignore, or condone racial profiling or other bias-based policing.
- B. be responsible for knowing and complying with this policy.
- C. report incidents of racial profiling as defined in this policy.
- D. be subject to disciplinary action if deemed not in compliance with this order.

## **IX. COMPLAINTS**

Complaints of racial profiling and other bias-based policing against members shall be:

- A. considered complaints of discrimination (Class 1 violation as defined in DGO M-3) and, as such, immediately forwarded to the Internal Affairs Department.
- B. immediately referred to the member's supervisor, or if the officer's supervisor is not available, to the Watch Commander.

## **X. TRAINING**

- A. Pursuant to California Penal Code Section 13519.4, each member shall:
  - 1. attend POST racial profiling training; and
  - 2. complete an approved refresher course every five (5) years, or sooner if deemed necessary, in order to keep current with changing racial and cultural trends.
- B. The Racial Profiling Program Manager shall ensure line-up training on racial profiling and this policy is provided to sworn personnel at least once annually. This training may also be provided to non-sworn personnel.

## **XI. SUPERVISORY RESPONSIBILITIES**

Supervisors shall:

- A. not engage in, ignore, or condone racial profiling or other bias-based policing.
- B. be responsible for knowing and complying with this policy.
- C. ensure that subordinates under their command know and understand the content and application of this policy.
- D. periodically monitor subordinates under their supervision to ensure compliance with this policy.
- E. review all forms submitted by members to ensure the forms are completed in accordance with this order and Report Writing Manual Insert R-2.

- F. print his/her name and serial number in the appropriate boxes signifying the form has been reviewed and approved, and return the form to the appropriate member.
- G. conduct periodic audits to ensure compliance with this order.

Supervisors and commanders who fail to comply with this order shall be subject to disciplinary action.

If it is determined that members assigned to a supervisor and/or commander failed to comply with this order and the supervisor and/or commander knew of said violation, or should have reasonably known, the supervisors and/or commander shall be subject to disciplinary action.

## **XII. BUREAU OF FIELD OPERATIONS**

The Bureau of Field Operations (BFO) is responsible for data collection processing. Accordingly, BFO shall:

- A. ensure Stop-Data Collection Forms are available in the Patrol Line-up Room.
- B. enter the Stop-Data Collection Forms into the SCANTRON system within five working days of receipt.
- C. retain completed and scanned forms for period of not less than three years unless otherwise instructed by the Chief of Police.
- D. conduct periodic audits to ensure members comply with the provisions of this order and RWM Insert R-2.

## **XIII. OFFICE OF INSPECTOR GENERAL (OIG)**

Pursuant to the provisions of DGO N-12, Departmental Audits and Inspections, the OIG shall conduct annual reviews and audits of the Department's data collection efforts to ensure compliance with the Settlement Agreement. The OIG shall report all findings to the Chief of Police and the Program Manager.

**XIV. RACIAL PROFILING PROGRAM MANAGER**

A. The Racial Profiling Program Manager is responsible for the following:

1. Racial profiling grant management;
2. Coordination of stop-data collection and analysis;
3. Completion of all reports pertaining to racial profiling; and
4. Coordination with the OIG to ensure compliance with the Settlement Agreement.

B. The Racial Profiling Program Manager shall:

1. produce a written report to the Chief of Police at least twice per year that includes an analysis of the data collected, and appropriate policy recommendations.
2. periodically meet with the Oakland Racial Profiling Task Force, which is comprised of representatives of the following organizations:
  - a. Oakland Police Officers' Association (OPOA);
  - b. Citizens' Police Review Board (CPRB);
  - c. American Civil Liberties Union (ACLU);
  - d. National Association for the Advancement of Colored People (NAACP); and
  - e. People United for a Better Oakland (PUEBLO).

By order of

Richard L. Word  
Chief of Police

Date Signed: 26 Oct 04



### CHAPTER III

#### Rules and Regulations for All Members and Employees

#### **314.00      PROFESSIONAL CONDUCT AND RESPONSIBILITIES**

314.03      GENERAL CONDUCT – Members and employees shall conduct themselves at all times in such a manner as to reflect favorably upon themselves, the City, the Department and the police service. Whether on or off-duty, members and employees shall avoid any conduct that brings disrepute to the Department or impairs its efficient and effective operation.

314.04      CONDUCT TOWARD OTHERS – HARASSMENT AND DISCRIMINATION – Members and employees shall treat all persons with courtesy and respect. The Department has a zero tolerance policy for harassment and discrimination against members, employees and persons on the basis of race, religion, national origin, marital status, age, sex, sexual orientation, ancestry, physical or mental disability, or medical condition. The Department prohibits conduct that violates the specified City Administrative Instruction.

Any member or employee who harasses or discriminates against another member, employee, or any person, or engages in any inappropriate workplace conduct that violates City Administrative Instruction 71 shall be subject to severe disciplinary action, including discharge from the City service.

Any member or employee who has knowledge that another member or employee has engaged in harassment or discrimination or inappropriate conduct that violates the specific City Administrative Instruction is strictly charged with the responsibility for reporting that conduct in accordance with the provisions of Manual of Rules Section 314.48 (Reporting Violations of Laws, Ordinances, Rules or Orders).

314.05      CONDUCT TOWARD OTHERS – WORKPLACE VIOLENCE – In order to provide a safe and appropriate work environment, the Department has zero tolerance for acts and threats of violence. Employees and members shall report threats or acts of violence or intimidation between members and/or employees to their supervisor. Supervisors are responsible for immediately reporting threats or acts of

violence and intimidation to the Internal Affairs Division. The following terms are defined as follows:

- Threat – An expression of intention to hurt, punish, intimidate etc. A threat of violence includes threats against people or property.
- Violence – Intentional physical force used so as to cause injury or mental or emotional harm.

314.07 CONDUCT TOWARD OTHERS – Demeanor – Members and employees shall perform their duties attentively and courteously, avoiding rude, threatening, harsh, insulting, insolent or demeaning language, and they shall maintain a professional bearing regardless of provocation to do otherwise.

- Members and employees shall treat superior officers, subordinates, and peers with respect. They shall be courteous and civil at all times in their relationships with one another and shall avoid any inappropriate conduct.
- All persons, except the very youthful and those known personally by the member or employee, shall at all times be addressed by their appropriate title followed by their last name. When on duty and in the presence of others, superior officers shall be referred to by rank title.
- Members and employees shall attend to requests from the public quickly and accurately, avoiding unnecessary referral to other parts of the Department.
- Orders from superior to subordinate members and employees shall be given in a civil manner, without the use of profane or derogatory language.

314.08 CONDUCT TOWARD OTHERS – Relationships – Members and employees shall not inappropriately convert or attempt to convert an on-duty contact to an intimate relationship.

314.15 ASSISTANCE – All members are required to take appropriate police action to aid another law enforcement officer in danger.

## FIELD INTERVIEWS & STOP DATA REPORT

### Field Interviews

The field interview report (also known as a field contact report, FI, or FC) is a type of police report that memorializes police contact with a person or persons in the field. The FI report is multi-functional, allowing officers to document suspicious circumstances or persons who might later be of interest to law enforcement while giving space for officers to document use and justification of police powers such as stops and searches.

### Stop Data

Stop data is used by the Oakland Police Department as a critical component of risk management. The goal of risk management is to reduce the risk of negative disparate impact on the community by enhancing precision policing, understanding racial disparities, and evaluating strategy, policy, and individual performance. Ensuring complete and accurate collection of stop data is paramount to effective risk management. Regular audits will be conducted to confirm this completion and accuracy.

Successful risk management helps increase the effectiveness of our officers and helps develop our officers as guardians of community's well-being.

California law mandates that police agencies collect specific data ("stop data") regarding all detentions made by their officers. Broadly, the state defines detentions as:

“...a seizure of a person by an officer that results in physical restraint, unequivocal verbal commands, or words or conduct by an officer that would result in a reasonable person believing that he or she is not free to leave or otherwise disregard the officer.”

Absent limited exceptions, officers must collect stop data for **all persons who are detained**, regardless of whether the detention is self-initiated or made pursuant to a dispatched call or citizen flag-down. All stop data must be reported using the FBR Field Interview / Stop Data Report (FI/SDR). FI/SDRs may be used in conjunction with a crime report, if applicable.

### Exceptions

Certain detentions are **never** subject to stop data collection rules:

- Stops during public safety mass evacuations (e.g. bomb threats, earthquakes, wildfires);
- Stops during active shooter / active killer incidents
- Stops during routine required security screenings for building entry or special events, including secondary searches or stops as a result.

Some detentions **may** be subject to stop data collection rules, depending on the reason for the stop and the actions of the officer:

**Traffic Control** – stops of vehicles or pedestrians for public safety purposes only are exempt.

**Crowd Control** – directing pedestrians to stay in a certain place or move to a different location for public safety purposes only is exempt.

**Checkpoints or Roadblocks** – stops at checkpoints or roadblocks (e.g. DUI sobriety checkpoints) where the stops are random or blanket (e.g. every third car or every car is stopped) are exempt.

**Vehicle Passengers** – passengers in vehicles are typically exempt from stop data collection unless:

- They are or become a target of the stop (e.g. passenger not wearing seatbelt);
- The officer asks them to exit the car for any reason other than to allow the car to be towed;

- The officer asks intrusive questions of the passenger beyond asking for identification. Examples include asking if they are on probation or parole, if they have contraband on them, or if they have a criminal history; or
- The officer searches the passenger or takes another stop-related action towards them (see below).

**K-12 Students In K-12 Public Schools** – while the student is at school, officers may engage in regular adult / student interactions with students (e.g. telling a student to go to class, or not to run in the hallway) without being subject to reporting. Stops for violations of law and certain sections of the Education Code (regarding actions for which a student may be suspended or expelled) **are** still reportable. Any stop which results in temporary custody of the student is reportable.

#### **When to Complete the Field Interview / Stop Data Report (FI/SDR)**

Unless one of the above exceptions applies, an FI/SDR must be completed for every encounter in which a person is:

- a. Detained;
- b. Arrested; or
- c. Searched or asked for their consent to search them or their property (even if they refuse).

All persons who meet the above criteria during the encounter need to be listed in the FI/SDR as a subject. Up to 10 persons can be listed in one FI/SDR.

#### **Additional Uses**

The FI may also be used to document other suspicious circumstances or contacts, even if stop data is not required. For instance, the FI may document:

- A consensual contact with a person who might be a witness to a crime;
- A conversation with a citizen providing general crime information about their neighborhood; or
- Observations by an officer of persons or vehicles that the officer is unable to make contact with at the time.

In cases where stop data is not required, the FI author would use the “No Stop Data Required” button on the “Reasons” tab of the subject, if applicable.

**Instructions for completing the FI/SDR**

Below are instructions for completing the new sections of the FI/SDR, mandated by the state as of 1 Jan 2019.

**Heading Tab**

<b>Contact Date / Time</b>	Date and time of the detention.
<b>Officer Years of Experience</b>	For the officer who made the stop. Round up to the closest whole number.
<b>RD Number</b>	Enter the RD number, if applicable.
<b>Incident Number</b>	Full number (e.g. LOP180914000123)
<b>Location Type</b>	Select ABC if in an Alcohol and Beverage Control area (e.g. at or IFO a liquor store), OHA Property if at or IFO OHA property, and School Zone if at a school or in a school zone.
<b>Response to Call for Service</b>	Select Yes or No
<b>Intelligence-Led Stop</b>	Select Yes or No

<b>Intelligence-Led Factor</b>	Choose the appropriate response:
--------------------------------	----------------------------------

- **Daily Bulletin:** May also include intelligence sent via email from investigators normally contained in the daily bulletin.
- **Communications Order:** Intelligence from a communications order or crime broadcast.
- **Civilian Notification:** Intelligence from a citizen via email, phone, or other means of communication such as the drug hotline.
- **Law Enforcement Notification:** Intelligence received from a law enforcement agency. This could be the Most Wanted Person List from Intel, a Trak flyer, wanted flyer, NCRIC bulletin, etc.
- **Recent Crime Trends & Patterns:** “Recent” was added to differentiate it from general or anecdotal knowledge about crime trends and patterns. A recent crime trend might involve a sudden spike in crime of a specific type in a specific area of the city.
- **Weekly Priorities:** Intelligence contained in an Area Weekly Priority.
- **Investigative Follow-up:** Intelligence from investigative leads and follow-up linking the person stopped to a crime or the suspects.
- **Undercover and/or Surveillance Directed:** Intelligence from undercover or surveillance officers which leads to a stop.
- **Other – Describe in Narrative:** If “Other” is selected and the intelligence is sensitive information and/or related to ongoing long term investigations, officers should advise their supervisors that information in the narrative will be limited. Officers should be prepared to use Evidence Code 1040 and 1041 <sup>1</sup>(when applicable) if their FI/SDR is questioned in court. Officers may also consider using “Law Enforcement Notification” from the drop down menu.

<b>PDRD Activated</b>	Select Yes or No
<b>Reason no PDRD</b>	Enter a short response as to why the PDRD was not activated.
<b>Officer Type of Assignment</b>	This is the <b>assignment of the officer</b> who makes the stop <b>at the time of the stop</b> . Choose the appropriate response:

- **Patrol, traffic enforcement, field operations:** Includes Crime Reduction Team members and Community Resource Officers.
- **Gang Enforcement:** Gang unit and Ceasefire / SIU officers.
- **Compliance Check:** For officers assigned to compliance units.
- **Special Events:** Includes planned events (e.g. A’s games) and unplanned (e.g. protests).
- **Roadblock or DUI Sobriety Checkpoint:** Check if assigned to a DUI or other type of checkpoint.

<sup>1</sup> California Evidence Codes 1040 and 1041 address confidential information that may be considered privileged and therefore exempt from disclosure to the public.

- **Narcotics/Vice:** For officers on assignments specifically to provide narcotics or vice enforcement.
- **Task Force:** For officers assigned to any County, State, or Federal Task Force.
- **K-12 Public School:** For officers assigned to work primarily at a K-12 public school or with K-12 students.
- **Investigative / Detective:** For officers assigned to investigative units such as CID.
- **Other:** For any assignments that aren't described by the above list. If you select this option, you will be prompted as to whether the stop is sideshow related. If it is, select yes. **Other than sideshow, only use the *Other* option when directed by a supervisor or command officer.**

<b>Encounter Type</b>	Select appropriate response.
<b>Exact Street / Hundred Block</b>	Number only – use the “Apartment” box for letters or fractions.
<b>Street Name/Intersection/Landmark</b>	(self-explanatory)
<b>K-12 Public School</b>	<p>Check box and select appropriate school if the stop:</p> <ol style="list-style-type: none"> <li>1) Occurred at the school;</li> <li>2) Occurred during school hours; and</li> <li>3) Is of a K-12 student who goes to that school.</li> </ol> <p>Select “School Name Not Found” if the school name is not in the dropdown list.</p>
<b>Beat</b>	Beat where the stop occurred. For stops outside the city choose 99X.
<b>Apartment</b>	Apartment number where the stop occurred (if applicable)
<b>City</b>	City where the stop occurred
<b>State</b>	State where the stop occurred
<b>Zip</b>	Zip code where the stop occurred

**Narrative Tab**

The narrative allows the officer the opportunity to identify uses of police powers, justify searches and/or seizures, and document the reasons behind the stop as well as its outcomes.

It is important to document:

- The articulable facts informing reasonable suspicion or probable cause for all seizures;
- The reasonable suspicion that any person who is pat searched was armed and/or dangerous;
- The articulable facts informing all decisions to search;
- The phrasing of the question and the exact response for all requests for consent to search;
- Inculpatory and exculpatory evidence or circumstances; and
- Results of the encounter.

If the reasons for detention, arrest, or searches of the person are articulated in a different report (such as a crime report), and the FI/SDR is used solely to capture stop data, officers may refer to the RD# of the associated crime report in the narrative section in lieu of writing a separate FI narrative.

**Officer Tab**

<b>Reporting Officer</b>	Select your own name.
<b>Cover Officer</b>	Select the name of the primary cover officer for the stop (if any).
<b>Supervisor Assigned for this Incident</b>	Select the name of your supervisor <b>at the time of the stop.</b>
<b>Regularly Assigned Supervisor</b>	Select the name of your <b>regularly assigned</b> supervisor. If your regularly assigned supervisor does not appear, select the next person above them in your regularly assigned chain of command.
<b>Squad Assigned for this Incident</b>	Select the squad or unit that you were assigned to <b>at the time of the stop.</b>
<b>Regularly Assigned Squad</b>	Select the squad or unit where you are <b>regularly assigned.</b>

**Supervisor Review**

Reviewing supervisor: **Carefully** review the entire FI/SDR. Be vigilant that the appropriate boxes are selected in the stop data collections sections, and ensure that the narrative justifies all actions reported in the SDR. Then click **Approve** when ready to finalize the report.



**Subject: Reasons Tab**

<b>Stop Data Required</b>	Check Yes or No. If you select No, complete the “Reason for No Stop Data” box as well. <b>See page 1 of this manual for stop data exceptions.</b>
<b>Duration of Stop (minutes)</b>	Approximate. Whole numbers only. Round up.
<b>Reason for No Stop Data</b>	Select the appropriate response:

- **Vehicle Passenger - Non-intrusive:** If this subject is the passenger in a vehicle and the officer has minimal, non-intrusive contact with them, this may be selected.
- **Not required by policy – Includes documentation of consensual encounters, observations, etc.:** Policy requires that stop data be collected as required by law. See page 1 for exceptions to the stop data law.
- **Stop made because of routine security screenings required of all persons entering a building or special event. Includes metal detector screenings and any secondary searches resulting from those screenings:** For things such as magnetometers at the Coliseum.
- **Public safety mass evacuations because of bomb threats, gas leaks, flooding and earthquakes:** Note this is public safety *mass evacuations*.
- **Stop made during an active shooter incident:** includes “active killer” incidents where subjects are using other lethal means (e.g. knives) to kill many people.

<b>Reason for Stop</b>	Select <b>only one</b> primary reason for the stop:
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- **Traffic Violation:** For vehicle code violations. If selected, also fill out **Traffic Violation** section;
- **Reasonable Suspicion that the Person was Engaged in Criminal Activity:** For *Terry* stops. If selected, also fill out the **For Stops Based on Reasonable Suspicion** section;
- **Community Caretaking:** For stops where the reason is **not** criminal activity, e.g. for determining if a person should be held under 5150 W/I. *If you select this you must:*
  - *Select “NA – XX-ZZ-COMMUNITY CARETAKING-X” under “Suspicion Offense Code” and then*
  - *Check “Other reasonable suspicion of a crime” under “Suspicion Type”:*

Subject	Employer	Desc	SMTI	Reasons	SD Subject	Actions	Search	Results
Stop Data Required		Duration of Stop (minutes)						
<input checked="" type="radio"/> Yes <input type="radio"/> No		<input type="text"/>						
Reason No Stop Data								
<input type="text"/>								
Reason for Stop (select the primary reason for stop)								
<input checked="" type="text" value="Community Caretaking"/>								
Traffic Violation				For Students				
Type of Traffic Violation				Education Code Section				
<input type="text"/>				<input type="text"/>				
Violation Offense Code				Education Code Subdivision				
<input type="text"/>				<input type="text"/>				
For Stops Based on Reasonable Suspicion				Stop Reason Summary (Do not include PII)				
Suspicion Offense Code (if known)				<input type="text" value="Dispatched to subject yelling at passers-by to kill him. Subject was described by named caller. I saw subject of same description walking in same area as that given by caller and he was screaming for people to kill him."/>				
<input checked="" type="text" value="NA - XX-ZZ-COMMUNITY CARETAKING-X"/>								
Suspicion Type (select all that apply)								
<input type="checkbox"/> Officer witnessed commission of a crime <input type="checkbox"/> Matched suspect description <input type="checkbox"/> Witness or victim ID of suspect at the scene <input type="checkbox"/> Carrying suspicious object <input type="checkbox"/> Actions indicative of casing a victim or location <input type="checkbox"/> Suspected of acting as a lookout <input type="checkbox"/> Actions indicative of a drug transaction <input type="checkbox"/> Actions indicative of engaging in a violent crime <input checked="" type="checkbox"/> Other reasonable suspicion of a crime								

- **Known to be on parole/probation/PRCS/mandatory supervision:** Use if this status is known **before** the stop and is the reason for the stop;
- **Knowledge of outstanding arrest warrant/wanted person:** Use if this is known **before** the stop and is the reason for the stop;
- **Investigation to determine whether person is truant:** For K-12 students to determine if they were absent from school without an excuse;
- **Consensual encounter and search:** Select for a consensual encounter that also involved a search **without** a detention for any of the other reasons (e.g. reasonable suspicion);
- **Possible conduct warranting discipline under Education Code:** For K-12 students **at school while school is in session**. If selected, also fill out the **For Students** section;
- **Determine whether student violated school policy:** For K-12 students **at school while school is in session**. If selected, also fill out the **For Students** section.

**Traffic Violation Box**

**Traffic Violation**

**Type of Traffic Violation**

**Violation Offense Code**

<b>Type of Traffic Violation</b>	Choose the appropriate response:
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- Moving violation
- Equipment violation
- Non-moving violation (includes registration)

<b>Violation Offense Code</b>	<p>Search for the appropriate code section for the <b>primary violation</b> which was the <b>reason for the stop</b>.</p> <p>The codes are in ascending numerical order, with Vehicle Code first. Start typing the number to the code violation to home in on the code you are searching for.</p>
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**For Students Box**

**For Students**

**Education Code Section**

**Education Code Subdivision**

This box only becomes accessible if the “At K-12 Public School” box is checked on the Heading page!

<b>Education Code Section</b>	Search for the appropriate code section. These are all for major breaches of rules which would lead a student to be suspended or expelled.
<b>Education Code Subdivision</b>	Search for the appropriate subdivision

**For Stops Based on Reasonable Suspicion Box**

**For Stops Based on Reasonable Suspicion**

**Suspicion Offense Code (if known)**

**Suspicion Type (select all that apply)**

- Officer witnessed commission of a crime**
- Matched suspect description**
- Witness or victim ID of suspect at the scene**
- Carrying suspicious object**
- Actions indicative of casing a victim or location**
- Suspected of acting as a lookout**
- Actions indicative of a drug transaction**
- Actions indicative of engaging in a violent crime**
- Other reasonable suspicion of a crime**

<b>Suspicion Offense Code</b>	<p>Select the appropriate code section for the <b>primary code</b> which was the <b>reason for the stop</b> (if known, if not leave blank).</p> <p>Codes are in an ascending-style numerical order. Start typing the code number to home in on the crime. For crimes with a subsection, like 245(a)(2) PC, use the parenthesis (i.e. start typing “245(“ and the box will move towards the proper section.</p> <p>This box includes Penal Code, Vehicle Code, Business and Professions, Health and Safety, Welfare and Institutions, and other more obscure codes.</p>
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**For Special Circumstances:**

- **Where the code is not found:** Select “NA – XX-ZZ-CODE NOT FOUND IN TABLE-X”
- **Municipal Code (OMC):** Select “65000-ZZ-LOCAL ORDINANCE VIOL-M” for misdemeanors and “65000-ZZ-LOCAL ORDINANCE VIOL-I” for infractions.

<b>Suspicion Type</b>	Select one or more. Elaborate in the <b>Stop Reason Summary</b> narrative box.
<b>Stop Reason Summary</b>	<p>Elaborate on the reason for your detention of this particular person. 250 characters max, do not include any identifying information (PII, or Personal Identifying Information) on anyone involved in the stop, subject <b>or</b> officers. PII includes names, residential address, or any other personal information of the individual stopped. Names, badge numbers, and other personally identifying information of officers are also considered PII.</p> <p>Examples:</p>

**Traffic stop example:** I saw that the traffic light at 7<sup>th</sup> St and Broadway was red for E/B traffic on 7<sup>th</sup>. I observed subject driving E/B on 7<sup>th</sup> enter the intersection at Broadway against the red light, a violation of 21453(a) VC. *(208 characters)*

**Matching description example:** Officers dispatched to a call of a robbery and given clothing description of suspect and DOF. I saw subject walking five blocks away from the scene ten minutes after the call wearing clothing similar to the description given of the suspect. *(241 characters)*

**5150 W/I example:** Officers dispatched to call of a subject running in the street, possibly mentally ill. Once on scene I saw subject matching the description given by the caller walking in an unsafe manner in the #1 lane of traffic. *(215 characters)*

**Lookout example:** At 8<sup>th</sup> and Henry, area known to me as one of high drug activity, I saw subject standing on the corner. When subject saw my marked patrol car he yelled “5-0!” down the street and then began walking away – actions often taken by drug lookouts. *(242 characters)*

**SD Subject Tab**

The screenshot shows the 'SD Subject Tab' in a software interface. On the left, there is a sidebar with three tabs: 'Heading', 'Subject' (which is selected and highlighted in blue), and 'Vehicle'. Below the sidebar is a 'Ready For Approval' section with buttons for 'Add', 'Delete', 'Open/Close', 'Verify', 'Import', 'Export', 'Exit', and 'Help (F1)'. The main content area is divided into several sections under the 'Subject' tab:

- Perceived Gender Upon Contact:** A text box explains that for perceived gender, one may select "Gender nonconforming" as the only value or in addition to others. Below are checkboxes for Male, Female, Transgender Man/Boy, Transgender Woman/Girl, and Gender Nonconforming.
- Perceived to be LGBT:** Radio buttons for Yes and No.
- Perceived Race or Ethnicity Upon Contact (select all that apply):** A list of checkboxes for Asian, Black/African American, Hispanic/Latino(a), Middle Eastern or South Asian, Native American, Pacific Islander, and White. To the right, there are two questions: 'Race/ethnicity determined prior to stop' and 'Person had limited or no English fluency', each with Yes/No radio buttons.
- Perceived or Known Disability Upon Contact (select all that apply):** A list of checkboxes for Deafness or difficulty hearing, Speech impairment or limited use of language, Blind or limited vision, Mental health condition, Intellectual or developmental disability, including dementia, Other disability, Disability related to hyperactivity or impulsive behavior, and None.
- Perceived Age:** An empty text input field.
- Oakland Resident:** Radio buttons for Yes and No.
- Is person stopped a student? (Only complete if stop is at K-12 public school):** Radio buttons for Yes and No.

**Officer Perceptions.** The SD subject tab asks several questions requesting the **perceptions** of the officer who is making the contact/stop/detention. These questions want to know your initial perceptions about the person or persons you are stopping, even if those perceptions turn out to be incorrect. Some important things to remember about perceptions as it pertains to these questions:

- Because perception is in the eye of the beholder, there is an *expectation that you will sometimes be incorrect*. *Misperception is **NOT** untruthfulness*.
- Perceptions should be based on your *initial, personal* observations.
- Don't confirm your perceptions with the person's ID or other documents, and don't ask them to tell you what their gender/race/disability/etc. is; *remember, it is expected that you will sometimes be incorrect*.
- You may still ask people their race, gender, disability status, etc. if it is pertinent to a different law enforcement purpose. For instance, if knowing that the person you are stopping was deaf was important to an investigation, and you had the lawful ability to ask the person, you may do so.
- For stop data purposes, record your initial perceptions *even if* they were later proven incorrect (e.g. you found out your initial perception of a motorist's gender was incorrect after looking at their CDL while writing a citation).

<p><b>Perceived Gender Upon Contact</b></p>	<p>Select the appropriate response based on your initial perceptions.</p> <p><b>Transgender man/boy:</b> A person who was assigned female at birth but who currently identifies as a man, or boy if the person is a minor.</p> <p><b>Transgender woman/girl:</b> A person who was assigned male a birth but who currently identifies as woman, or girl if the person is a minor.</p> <p><b>Gender Nonconforming:</b> A person whose gender-related appearance, behavior, or both differ from traditional conceptions about how males and females typically look or behave.</p> <p>“Gender nonconforming” may be selected by itself or along with one of the other four answers.</p>
<p><b>Perceived to be LGBT</b></p>	<p>Check yes or no based on your personal observations upon contact with the person.</p> <p>If either of the “Transgender” answers was selected for the “Perceived Gender” question, this will automatically be marked as “yes”.</p>
<p><b>Perceived Race or Ethnicity Upon Contact</b></p>	<p>Select an appropriate response based on your initial perceptions. Select at least one, and select all that apply.</p>
<p><b>Race/Ethnicity Determined Prior to Stop</b></p>	<p>If you could perceive the detainee’s race or ethnicity before you made the decision to stop them – even if your perception was ultimately incorrect – select yes. Otherwise, select no.</p>
<p><b>Person had Limited or No English Fluency</b></p>	<p>Select yes if the detainee had limited or no English fluency because English is not their primary language. Otherwise, even if they have limited fluency for any other reason (e.g. poor grammar, intoxication, disability), select no.</p>
<p><b>Perceived or Known Disability Upon Contact</b></p>	<p>Select an appropriate response based on your initial perceptions. Select at least one, and select all that apply.</p> <p>For “Disability related to hyperactivity or impulsive behavior”, only select if the detainee is a K-12 student <i>and</i> the stop is at a K-12 school.</p>
<p><b>Perceived Age</b></p>	<p>Write use a whole number; do not put an age range. <b>Especially in perceived age it is expected that you will almost always be incorrect, even if only by a year or two.</b></p>
<p><b>Oakland Resident</b></p>	<p>This is <b>not</b> based on perception; check yes if the person lives in Oakland. Otherwise select no.</p>
<p><b>Is the Person Stopped a Student?</b></p>	<p>Only complete check a box if the stop occurs at a K-12 public school. Select yes or no. This is <b>not</b> based on perception.</p>

Actions

This tab documents the actions of the officers during the stop. Depending on the circumstances, some boxes may not apply. Many actions will require additional explanation and/or justification in the appropriate narrative; other actions will require separate reports (such as for uses of force).

**All reportable actions by all officers involved in the stop must be documented.**

<b>Stop Related Actions</b>	Select all that apply. See below for explanations on the various answers:
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- **Person removed from vehicle by order:** An officer expressly orders someone to step out of the vehicle.
- **Person removed from vehicle by physical contact:** An officer makes contact with a person to have them get out of a vehicle. This may include reportable force (e.g. control holds) or it may not (e.g. two-handed escort).
- **Field sobriety test conducted:** An officer conducts any FSTs on a person during a detention.
- **Curbside detention:** An officer has a person sit on the curb of the sidewalk during a detention.
- **Handcuffed or flex cuffed:** An officer handcuffs or flex-cuffs a subject during a detention.
- **Patrol car detention:** An officer has a person sit in the rear of the patrol car during a detention.



<b>Search Related Actions</b>	Select all that apply. See below for explanations on the various answers:
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- **Search of person conducted:** An officer conducted a search of the subject’s person (the basis for the search and search results are documented further on in the report).
- **Search of property conducted:** An officer conducted a search of the subject’s property, including a vehicle (the basis for the search and search results are documented further on in the report).
- **Property seized:** An officer seizes some of the subject’s property. For the purpose of this report, seizure is when the property is taken for a period beyond the length of the detention – property (e.g. tools which could be weapons, marijuana later found to be lawfully possessed) temporarily seized but returned at the end of the detention **does not** count. If the **vehicle** is seized, choose “Vehicle impounded”.
- **Vehicle impounded:** The subject’s vehicle is towed by officers. This does not count if the vehicle is not lawfully possessed by the subject (e.g. the subject is in a stolen vehicle).

<b>Asked for consent to search person</b>	Select if an officer asked for consent to search a subject’s <i>person</i> ; select yes or no depending on whether consent was given.
<b>Asked for consent to search property (includes vehicles)</b>	Select if an officer asked for permission to search a subject’s <i>property</i> ; select yes or no depending on whether consent was given
<b>Use of Force</b>	If force was used during the encounter, select the option that best describes that force.  <b>Use only if there is reportable use of force under DGO K-3 / K-4.</b>
<b>Other</b>	Select the appropriate response:

- **Canine removed from vehicle or used to search:** Select if the subject was found during a canine search (whether or not the canine found the subject), if the canine was on scene and removed from the vehicle *for possible use during the stop*, or if the subject or subject’s vehicle was searched by a canine.
- **Person photographed:** Select if the detainee was photographed. This does **not** include the use of BWC to capture images of the subject.
- **Admission or written statement obtained from student:** Use only for a K-12 student stopped at a K-12 school, where the student has given an admission or any written statement.
- **None of the actions above were taken:** Check this box only if none of the boxes in the “Stop Related Actions”, “Use of Force”, “Search Related Actions”, or “Other” sections were checked.

**Reportable Interactions Box**

**Reportable Interactions**

- Vehicle passenger was asked intrusive questions such as probation/parole status, criminal history and/or possession of illegal items with NO OTHER ACTIONS TAKEN.
- Subject has an arrest warrant and/or is on probation/parole with a search clause. The detention and/or arrest took place inside their residence.
- None of the above**

<p><b>Vehicle passenger(s) asked intrusive questions...</b></p>	<p>Check this box if <b>this subject</b> was a vehicle passenger and not subject to any of the above actions, but was asked questions about their criminal history, supervised release status, or if they possessed contraband.</p>
<p><b>Subject has an arrest warrant and/or is on probation/parole with a search clause, and the detention and/or arrest took place inside their residence.</b></p>	<p>Check this box if <b>this subject</b> was a probationer or parolee or subject of a warrant and was detained inside of their own residence.</p>
<p><b>None of the Above</b></p>	<p>Select if neither of the above apply.</p>

**Search Tab**

This tab contains additional reporting information on any searches conducted during the encounter. If no searches were conducted, the fields will appear greyed out – access to these fields is contingent on selections made in the **Actions** tab.

<p style="text-align: center;"><b>Basis for Search</b></p> <p>(This will only become available if “Search of person was conducted”, “Search of property was conducted”, and/or “Property was seized” was checked on the <b>Actions</b> tab)</p>	<p>Select all the appropriate reasons of <b>every</b> search that occurred during the encounter.</p> <p>For example, if a person is stopped, gives consent for their car to be searched, is arrested and searched incident to arrest, and then a search warrant is served at that person’s home, an officer would select:</p> <ul style="list-style-type: none"> <li>• <b>Consent given</b></li> <li>• <b>Incident to arrest</b></li> <li>• <b>Search warrant</b></li> </ul>
<p><b>Basis for Search Text Explanation</b></p>	<p>Write a brief explanation justifying your search – 250 characters maximum. Limit the explanation to facts and observations which inform your search; other circumstances which inform the detention may not be relevant to the search.</p> <p>Do not include any personal identifying information (PII) on anyone. PII includes names, residential address, or any other</p>

	<p>personal information of the individual stopped. Names, badge numbers, and other personally identifying information of officers are also considered PII.</p> <p>See below examples:</p>
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**Consent:** I asked subject for permission to search her car and she agreed, conducted search pursuant to her consent. *(106 characters)*

**Weapons:** Disp. to named RP call of person w/gun. Saw subj. matching descript. in area given by the caller, made stop. Pat search for weapons due to named caller, matching description, known area of high violence, and subj. wearing bulky clothing. *(239 characters)*

**Search warrant:** Officers served search warrant signed by Alameda County judge which directed search of subject’s home, conducted search pursuant to warrant. *(140 characters)*

**Incident to arrest:** Subject placed under arrest for domestic violence and transported to jail, searched incident to arrest. *(103 characters)*

**Visible contraband:** Conducted traffic stop on subject and saw one twist of base cocaine on the passenger seat of subject’s vehicle. Made probable cause search of vehicle and subject for additional cocaine or cocaine use devices. *(209 characters, does not speak to reason for the stop for the sake of brevity)*

**Condition of parole/probation/PRCS/etc.:** During detention subject found to be on parole, searched pursuant to parole conditions. *(87 characters, explain rationale behind search as demonstrated in DGO R-02 in the narrative of the appropriate report)*

**Vehicle inventory:** Stopped subject driving, subject found to have suspended CDL. Towed vehicle per 14602.6(a) VC for suspended CDL and conducted inventory search of vehicle per OPD policy. *(170 characters)*

<b>Basis for Property Seizure</b>	<p>Select all the reasons why officers seized any property taken during the encounter.</p> <p>For instance, if a subject is stopped, found to have illegal narcotics for sale on their possession, arrested, and their backpack is taken for safekeeping, the officer would select:</p> <ul style="list-style-type: none"> <li>• <b>Safekeeping</b></li> <li>• <b>Contraband</b></li> </ul> <p>See below for explanations of the different choices:</p>
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- **Safekeeping as allowed by law/statute:** This is for any seizure where items which belong to or are in the care of the detainee are taken for safekeeping, e.g. when a person is arrested and in possession of items that can’t go with them to the jail like a large bag.
- **Contraband:** This is for items which the person is not legally allowed to possess, even if it might be legally possessed by others. As an example, a concealed handgun in the possession of a police officer is legal property; a concealed handgun in the possession of a convicted felon is contraband. Most contraband is nearly universally illegal to possess, such as base cocaine.

- **Evidence:** Items which tend to show that a crime is going to be, is being, or has been committed, and which further may tend to show that certain persons are responsible for that crime. Evidence is not necessarily contraband (e.g. a cigarette butt with a suspect's DNA on it may be evidence, but it is not contraband).
- **Impound of vehicle:** Select this when a vehicle owned or lawfully under the control of the subject has been towed.
- **Abandoned property:** Property which can be seized because the owner has abandoned his or her lawful interest in it. Typically, the officer must demonstrate why they believed that the property had been abandoned.
- **Suspected violation of a school policy (student only):** Select this only if property is taken from a K-12 student who is stopped at a K-12 school and the property is seized due to a violation of a school rule.

<p><b>Type of Property Seizure</b></p>	<p>Select the boxes which best describe <b>all</b> of the property seized under <b>all</b> rationales, <i>including safekeeping</i>.</p> <p>For instance, an officer stops a vehicle and arrests the driver and sole occupant for DUI and having a suspended license. During an inventory search of the vehicle, the officer finds a loaded handgun, a mask, loss from a commercial robbery, a methamphetamine pipe, and a cell phone which the officer elects to seize as possible evidence of the subject's involvement in the robbery. The officer would select:</p> <ul style="list-style-type: none"> <li>• <b>Firearm(s)</b></li> <li>• <b>Ammunition</b></li> <li>• <b>Drug paraphernalia</b></li> <li>• <b>Suspected Stolen Property</b></li> <li>• <b>Cell phone(s) or electronic device(s)</b></li> <li>• <b>Vehicle</b></li> <li>• <b>Other contraband or evidence</b></li> </ul>
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**\*\*Drugs/narcotics does not include marijuana – use the separate marijuana box\*\***

**Results Tab**

This tab documents the outcome of the encounter.

<p><b>Result of Stop</b></p>	<p>Select any boxes which accurately describe the outcome(s) of the encounter. <b>Be aware</b> that some selections (such as “citation for infraction” or “custodial arrest without warrant”) will require an entry in the <b>Offense</b> box, below.</p> <p>Many of these selections can be used in conjunction with other selections. For instance, a subject might be warned, cited for an infraction, taken into custody without a warrant, and put on a psychiatric hold all as a result of the same encounter. Use the selections to document all outcomes as accurately as possible.</p> <p>See below for an explanation for each selection:</p>
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- **Field interview card completed:** Select if an FI narrative is completed.
- **Warning (verbal or written):** Select if the person is given a warning for any unlawful behavior in lieu of being cited or arrested.  

\*\*This requires an entry in the *Offenses* box\*\*
- **Citation for infraction:** Select if a citation for an infraction is issued.  

\*\*This requires an entry in the *Offenses* box\*\*

- **In-field cite and release:** Select if the person is cited for a **misdemeanor or wobbler<sup>2</sup>** in lieu of being taken into custody.

**\*\*This requires an entry in the *Offenses* box\*\***

- **Custodial arrest without warrant:** Select for a *warrantless* arrest. This includes citizen's arrests which are accepted by an officer and where the officer takes that arrestee into physical custody.

**\*\*This requires an entry in the *Offenses* box\*\***

- **Custodial arrest pursuant to outstanding warrant:** Select when the subject is arrested for an outstanding warrant.
- **Psychiatric hold (Welfare & Institutions Code sections 5150 and/or 5585.20):** Select if the subject is placed on a psychiatric hold.
- **Noncriminal transport or caretaking transport (including transport by officer, ambulance or other agency):** Select if the person is transported for a non-criminal or community caretaking rationale.
- **Contacted US Department of Homeland Security (e.g. Immigration and Customs Enforcement, Customs and Border Protection):** Select if the officer contacted US DHS regarding the detainee. **Oakland City Council Resolution 86498 bars City employees from assisting or cooperating in their official capacities with Federal Immigration Authorities absent laws, Federal regulations, court decisions, or legally binding agreements requiring them to do so.**
- **Contacted parent/legal guardian or other person responsible for minor:** Select this for a minor detainee if you contacted a responsible adult regarding that minor.
- **Referral to school administrator (student only):** Select only for K-12 students stopped at K-12 schools who, as an outcome of the stop, are sent to the principal's office or similar.
- **Referral to school counselor or other support staff (student only):** Select only for K-12 students stopped at K-12 schools who, as an outcome of the stop, are sent to the school counselor or some other sort of student support staff apparatus.

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<sup>2</sup> A "wobbler" is a crime that may be charged as a felony or a misdemeanor by a local prosecutor.

<b>Contraband / Evidence Discovered</b>	<p>Select all boxes which describe any <b>contraband</b> and/or evidence discovered in plain sight or as the result of a search during the encounter.</p> <p><b><i>DO NOT</i></b> include items seized for safekeeping or as abandoned property if they are not evidence.</p> <p>If no contraband or evidence was discovered during the encounter, select “None”.</p>
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**Offense Box**

This section allows the officer to input the offenses which correspond to certain outcomes of the stop. These are:

1. **Warnings.** Mark up to five violations for which the subject was warned, but not cited or arrested.
2. **Citations (infractions).** Mark up to five **infraction** violations for which the subject was cited.
3. **In-field Cite and Release.** Mark up to five violations (**non-infractions**) for which the subject was cited and released in lieu of being taken in to custody.
4. **Non-warrant Custodial Arrests.** Mark up to five violations for which the subject was arrested. **DO NOT INCLUDE WARRANTS.**

The “Violation Description” box and the “Statute” box are searchable, and work the same way as the boxes in the “Offense” tab of an FBR crime report. Officers may can search by a keyword which is in the description or by the statute number. Officers can start a search by hitting enter after typing in a statute number or description.

Select the correct statute. **Result Type** associates the statute with an outcome. Each outcome can have up to five (5) associated statutes.



Once a statute is selected and associated to a result, click the **Add** button and it will be added to the statute field to the right.

**Offense**

Statute: 242      Result Type: Citation

Violation Description: BATTERY

**Add**      Delete

Type	Statute
------	---------

**Offense**

Statute:      Result Type:

Violation Description:

**Add**      Delete

Type	Statute
Citation	242-BATTERY-M

**Vehicle Tab**

The **Basis for Vehicle Search** section of the **Vehicle Tab** has been updated from the current FI/SDF.

<b>Basis for Vehicle Search</b>	If “Yes” is selected for <b>Search Conducted of Vehicle</b> , this field allows the officer to select multiple (if necessary) reasons for the search. You must select at least one if a search of the vehicle was conducted.
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OFFICE OF CHIEF OF POLICE  
OAKLAND POLICE DEPARTMENT

SPECIAL ORDER NO. 9042

TO: All Personnel

SUBJECT: New Procedures Regarding Stop Data Collection

EFFECTIVE DATE: 11 Jun 10

TERMINATION: Upon Revision of DGO M-19, RACIAL PROFILING  
(Rev. 15 Nov 04) and RWM Insert R-2, COMPLETING THE  
STOP DATA COLLECTION FORM (Rev. 15 Jan 10)

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The purpose of this order is to revise Department policy and procedure to ensure that all investigative police encounters with the public are properly documented and that required information is collected and entered into the Field Based Reporting (FBR) and Computer Aided Dispatch (CAD) systems. The provisions of this Special Order apply to all members including the Traffic Section, Crime Reduction Teams and Violence Suppression Teams.

Effective immediately, Department General Order M-19, RACIAL PROFILING and RWM Insert R-2 are revised as indicated.

**New DGO M-19, Part II, B**

**II. DEFINITION OF RACIAL PROFILING**

**B. Investigative Encounter**

An investigative encounter is any police encounter with a member of the public when the officer contacts a person to confirm or dispel a suspicion that the person may be involved in criminal activity. This includes detentions, vehicle stops, walking stops and consensual encounters (contacts).

**Revised DGO M-19, Part III, A and RWM Insert R-2, Introduction**

**III. POLICY**

A. When FBR Stop Data is Collected

Members shall complete an electronic **FBR Stop Data Collection Form (SDF)** for certain arrests, every detention not resulting in an arrest (vehicle, walking, and bicycle stops), every consent search of a person conducted and any other investigative encounter. A SDF shall also be completed for consensual encounters (contacts) where the member talks with a person to confirm or dispel a suspicion that the person may be involved in criminal activity, although the person is free to leave. The nature of the contact and the intent of the member is relevant in the determination to complete an FC and Stop Data Collection Form (in FBR). When in doubt, members should complete an FC and Stop Data Form.

1. The following non-discretionary arrests do not require collection of stop data. The purpose of collecting data is to examine discretionary police encounters with the public. Non-discretionary arrests are limited to arrests where:
  - a The member receives the arrest from private person (citizen's arrest);
  - b The member receives the arrest from a member of a law enforcement agency (BART, ACSO, Parole, etc.);
  - c Arrests where the officer is directed to the arrested person by a credible witness, complainant, or other person who is on the scene of the arrest;
  - d Arrests where the officer is directed to the arrested person by the Communications Section or a law enforcement officer AND the physical description, location (example: proximity to crime scene or last known location), timeliness and criminal activity sufficiently and reasonably identifies the arrestee to the exclusion of anyone else;

- e Self-initiated arrests where the arrested person is known to the arresting officer and known to be wanted for a specific offense. Persons are “known” based on photographs, previous encounters, biological data and physical descriptions sufficiently identifying the arrestee, or the arrestee self-identified;
  - f Arrests resulting from an arrestee’s unsolicited surrender; and
  - g Arrests incident to a search warrant service.
- 2. Mere contact with a person does not require the completion of a form. (e.g., an officer contacts a person to exchange greetings or provide assistance answering questions.)
  - 3. Members shall document the reason(s) whenever, following an arrest, stop data is not collected, in the Consolidated Arrest Report (CAR).

**IV. New DGO M-19, Part III, D-K**

- D. Members shall complete all Field Contact (FC) Reports in FBR by the end of the reporting member’s shift via the MDT or desk top computer. Hard copy or paper FCs are no longer authorized, except when the FBR system is not operating, in which case paper FCs and paper Stop Data forms shall be completed and submitted to a supervisor for review and delayed data entry by office staff if the system is not operational by the end of the reporting member’s shift.
- E. Members shall complete an FBR Field Contact Report for each investigative encounter and consent search not resulting in an arrest documenting the reason for the encounter or search. Each FBR Field Contact Report shall also contain the Computer Aided Dispatch (CAD) incident number and RD number if one is assigned.
- F. The collection of Stop Data information attached to the Notice to Appear (NTA) is no longer required. However, the citation number from the NTA shall be entered into the RD Number field in the FBR Stop Data Collection Form. Members shall enter the number “0” at the beginning of the RD number field when a citation number is entered.

**NOTE:** If a “0” is not entered, the FBR system will not accept the citation number which requires an eight character entry.

- G. Members shall enter the entire CAD incident number into the FBR Stop Data Collection Form.
- H. Members shall advise the Communication Section of any investigative encounter in the field including a detention, arrest, or a consensual encounter to confirm or dispel a suspicion that the person may be involved in criminal activity. This requirement includes all walking stops, car stops, bicycle stops and consensual encounters where the member talks with a person to confirm or dispel a suspicion that the person may be involved in criminal activity, although the person is free to leave.
- I. Members conducting any investigative encounter shall provide the Communications Section via the radio with the reason for the encounter at the initiation of the encounter (red light violation, 11500, 459 suspect, truant, 5150, 647f, loitering, etc).
- J. Members shall document **ALL** investigative encounters in the Data Driven Approaches to Crime and Traffic Safety (DDACTS) Activity Summary Report (TF3220) in the “Self- Initiated Activity Record” including the CAD incident number, and, if applicable, the RD number. Self-initiated activity shall be identified by adding the letters “SI” in the “Type” column of the list.
- K. Any member failing to comply with this order shall be subject to disciplinary action.

## **XI. SUPERVISORY AND COMMANDER RESPONSIBILITIES**

### **New DGO M-19, Part XI, H-O**

Supervisors shall:

- H. Ensure the appropriate report (CAR, FBR FC, FBR SDF, citation, Assignment Report, and when FBR is not operating, paper SDF and paper FC) is completed for every investigative encounter listed on the DDACTS Activity Summary Report (TF-3220) and that, when required, an FBR Stop Data Form is completed, prior to the reporting member’s shift ends.

- I. Review and approve all FBR Stop Data Collection Forms to ensure information fields are filled out correctly.
- J. Ensure Field Contact Reports completed in the FBR system include the CAD incident number or RD number, and there is a corresponding completed FBR Stop Data Collection Form.
- K. Review all handwritten SDF and handwritten Field Contact Reports prior to the end of his or her tour of duty to ensure information fields are filled out correctly (in the event FBR is not operational).
- L. Review and approve all DDACTS Activity Summary Reports (TF-3220) to ensure information fields are filled out completely (including CAD incident and RD numbers) and shall legibly write in his/her serial number on the first page directly above the word "AREA" to document that the Activity Summary Report was reviewed and is legible and complete.

Supervisors and commanders shall:

- M. Comply and ensure subordinate personnel comply with the provisions of this order.
- N. Be subject to disciplinary action for failure to comply with this order.
- O. Be subject to disciplinary action if it is determined that members assigned to a supervisor and/or commander failed to comply with this order and the supervisor and/or commander knew of said violation, or should have reasonably known.

By order of

Anthony W. Batts  
Chief of Police

Date Signed: \_\_\_\_\_

## **F.1.2 Sacramento Police Department**





# SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



## 210.05 BIAS-BASED POLICING 06-05-17

### PURPOSE

To provide law enforcement services and to enforce the law equally and fairly without discrimination toward any individual(s) or group.

### POLICY

It shall be the policy of the Sacramento Police Department that officers contact, stop, detain, search, and /or arrest persons only in accordance with established laws, legal and ethical guidelines, and department recognized training standards, and in a manner that is free from improperly biased racial, cultural, or discriminatory intentions. The detention, interdiction, or disparate treatment of any person based on their race, ethnic background, nationality, gender, gender identity, sexual orientation, religion, economic status, disability, age, or cultural background or based on a person's association with a person or group with one or more of the foregoing actual or perceived characteristics is strictly prohibited. The department will thoroughly investigate complaints of bias-based policing.

### PROCEDURE

#### A. DEFINITIONS

1. **BIAS-BASED POLICING** – The differential treatment of individuals in the context of rendering police service based solely on a classification, such as race, ethnic background, nationality, gender, gender identity, sexual orientation, religion, economic status, disability, age, or cultural background or based on a person's association with a person or group with one or more of the foregoing actual or perceived characteristics. Bias-based policing may also be defined as a police action based on an assumption or belief that any of the aforementioned classifications have a tendency to participate or engage in criminal behavior.
2. **RACIAL PROFILING** – The practice of detaining a suspect based on a broad set of criteria that casts suspicion on an entire class of people without any individualized suspicion of the particular person being stopped. (Penal Code 13519.4(e)).

#### B. GENERAL

1. Bias-based policing and the practice of racial profiling will not be tolerated by this Department.
2. While the practice of "racial profiling" is strictly prohibited, it is recognized that race or ethnicity may be legitimately considered by an officer in combination with other legitimate factors to establish probable cause or reasonable suspicion (e.g., suspect description is limited to a specific race or group).
3. Officers must be able to articulate specific facts, circumstances, and conclusions that support probable cause or reasonable suspicion for any non-consensual detention and/or search or seizure, as applicable.
4. During a contact, misunderstandings may occur from an officer's failure to explain why contact was made. The officer should inform the detainee of the reason for the contact if it will not compromise the safety of officers or other persons or an investigation.
5. Nothing in this order shall limit an officer's ability to interview witnesses or discourage routine conversations or consensual contacts with citizens.
6. Any employee of the Sacramento Police Department who has knowledge of, or has any information about, conduct that would amount to a violation of this order shall report that information as directed in GO 220.05 (Disciplinary Actions).

#### C. SUPERVISOR RESPONSIBILITIES

Supervisors are responsible for monitoring and examining all areas of police actions and activities under



## SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



their command to ensure that employees comply with this General Order and to ensure that bias-based policing and racial profiling are not practiced.

### D. TRAINING

1. All new officers will receive initial cultural diversity and awareness training at the basic recruit training academy.
2. Training regarding bias-based policing, cultural diversity, interaction with citizens, policy, ethics, legal requirements, and related topics will be integrated into the field training program for all new officers.
3. The Sacramento Police Department will engage in periodic and ongoing training on the subject of bias-based policing in accordance with state law and P.O.S.T.'s Continuing Professional Training requirements and in keeping with the values and high professional standards of the Department.
4. The Professional Standards Unit will ensure all Departmental policies, in conjunction with federal, state and local laws related to racial profiling, are properly disseminated to all employees.

### E. COMPLAINTS

All reports or complaints of bias-based policing or racial profiling will be documented and investigated in accordance with the provisions of this General Order and the Internal Investigations Manual (RM 220.01).

### F. ADMINISTRATIVE REVIEW

The Captain, OOC, or designee, shall conduct an annual administrative review of citizen complaints and concerns relating to the Department's bias-based policing policy to ensure officers are properly and professionally conducting stops and citizen contacts.



# SACRAMENTO POLICE DEPARTMENT GENERAL ORDERS



210.09

## RACIAL AND IDENTITY PROFILING ACT (RIPA) COMPLIANCE

11-27-18

### PURPOSE

The purpose of this order is to establish procedures for the collection of data pursuant to California Government Code section 12525.5, known as the Racial and Identity Profiling Act (RIPA).

### POLICY

It shall be the policy of the Sacramento Police Department (Department) to collect and report data to the California Department of Justice in accordance with RIPA, which requires officers to complete an entry for each individual detained or searched during a call for service or self-initiated activity.

### PROCEDURE

#### A. GENERAL

1. Department personnel shall comply with RIPA reporting requirements.
2. Department personnel shall not use or release any RIPA data unless authorization has been given by the Chief of Police or designee.

#### B. RESPONSIBILITIES

1. Officers shall:
  - a. complete a RIPA entry for every individual detained and/or searched. Only one RIPA entry is required for each detainee.
  - b. complete the RIPA entries by end of watch.
  - c. ensure the RIPA button in the MDT is pressed for every entry that will be made.
  - d. advise dispatch over the radio when a RIPA entry will be made if an MDT is not available.
  - e. email PSU when the RIPA button is pressed inadvertently.
2. The RIPA Coordinator shall:
  - a. generate and send a bi-weekly RIPA compliance report to sergeants identifying officers who are missing a RIPA entry.
  - b. provide the RIPA compliance report to the Deputy Chief of Operations as necessary or as requested.
3. Supervisors shall:
  - a. review the bi-weekly compliance report for their teams and address any missing RIPA entries that are incomplete or missing.
  - b. ensure officers complete all missing RIPA entries during their next shift when a missing entry is identified.
4. Communications Center shall ensure remarks voiced on calls regarding RIPA are attached to the CAD call.

## **F.1.3 Fresno Police Department**

### **402.1 POLICY**

The Fresno Police Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly and without discrimination toward any individual or group.

Race, ethnicity or nationality, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any other similar identifiable group shall not be used as the basis for providing differing levels of law enforcement service or the enforcement of the law.

#### **402.1.1 PURPOSE AND SCOPE**

This policy provides guidance to department members and establishes appropriate controls to ensure that members of the Fresno Police Department do not engage in racial or bias-based profiling or violate any related laws while serving the community.

### **402.2 DEFINITION**

**Racial- or Bias-Based Profiling** - An inappropriate reliance on factors such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any other similar identifiable group as a factor in deciding whether to take law enforcement action or to provide service. (Penal Code §13519.4)

### **402.3 GUIDELINES**

Racial or bias-based profiling is strictly prohibited. However, nothing in this procedure is intended to prohibit an officer from considering factors such as race or ethnicity in combination with other legitimate factors to establish reasonable suspicion or probable cause (e.g., suspect description is limited to a specific race or group).

- (a) It is the responsibility of all members to prevent, report, and respond appropriately to identify discriminatory or biased practices.
- (b) Members engaging in a non-consensual contact shall be prepared to articulate sufficient reasonable suspicion to justify the contact, independent of the individual's protected class, including but not limited to, traffic stops, field contacts, detentions, as well as asset seizure and forfeiture proceedings.
  - 1) Nothing in this procedure requires any prepared documentation of a contact that would not otherwise require reporting.
  - 2) To the extent that written documentation is completed (e.g., arrest report, F.I. card, etc.), members should include those facts giving rise to reasonable suspicion or probable cause for the contact.
  - 3) While the practice of racial profiling is strictly prohibited, it is recognized that race or ethnicity may be legitimately considered by an officer in combination with other legitimate factors to establish reasonable suspicion or probable cause (e.g., suspect description is limited to a specific race or group).

### **402.4 STOP DATA COLLECTION SYSTEM**

The Stop Data Collection System (SDCS) is a web based demographic data collection system for lawful detentions, administered by the State of California. Participation in the SDSCS is required under Assembly Bill 953 for certain law enforcement agencies, including the Fresno Police Department. The data collected is similar to what the Department has been collecting for over 17 years, however there will be some changes as to when stop data will be collected and transmitted;

- (a) If multiple agencies are involved in a stop and the Department is the primary agency, a Department officer shall collect the data elements and prepare the stop data report.
- (b) When multiple officers conduct a stop, the officer with the highest level of engagement with the person detained shall collect the data elements and prepare the report.
- (c) A SDCS entry shall be completed when a passenger in a vehicle stopped becomes detained independent of the traffic stop.

Enforcement operations, including DUI checkpoints, which stop vehicles at regular intervals are exempt from this requirement, unless the officer develops individualized suspicion regarding an occupant in the vehicle, i.e., driver appears to be under the influence of alcohol/drugs, passenger is wanted.

An officer shall complete all stop reports for stops made during their shift by the end of that shift, unless exigent circumstances preclude doing so. In such circumstances, the data shall be completed as soon as practicable.

#### **402.5 TRAINING**

- (a) Sworn members will attend POST approved training on the subject of racial profiling.
- (b) Pending participation in such POST approved training and at all times, members are encouraged to familiarize themselves with and consider racial and cultural differences among members of our community.
- (c) Members will thereafter be required to complete an approved refresher course every five years or sooner if deemed necessary in order to keep current with changing racial and cultural trends [PC §13519.4(i)].

#### **402.6 ANNUAL ADMINISTRATIVE REVIEW**

The *Policy and Procedures* Unit will conduct a documented annual administrative review of agency practices including public concerns and complaints regarding bias-based profiling.

- (a) This will include an IA database search for any inquiries or complaints alleging bias-based police practices and review of monthly minutes regarding complaints received at Chief's Advisory Board (CAB) committee meetings.
- (b) This information will be included in the Annual Bias-Based Policing Report with recommendations regarding training issues, policies and procedures, and any changes to Federal or State mandates.

### 455.1 POLICY

It is the policy of the Fresno Police Department to treat all individuals with dignity, respect, and professionalism. Members shall at all times abide by the Fresno Police Department's policy on respectful treatment, as well as the City of Fresno's policies and/or guidelines that prevent gender identity discrimination when interacting with transgender individuals.

#### 455.1.1 PURPOSE AND SCOPE

This policy establishes a procedure for handling interactions with transgender people.

### 455.2 DEFINITIONS

**Adopted Name** - Non-birth name that a transgender individual uses in self-reference (this may or may not be the individual's legal name).

**Gender Expression** - A person's gender-related appearance or behavior (e.g. clothing, makeup, voice, etc.), whether or not stereotypically associated with the person's sex at birth.

**Gender Identity** - A person's innermost concept of self as male or female or both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different than the sex assigned at birth.

**Transgender** - A person whose gender identity differs from the person's sex assigned at birth. A transgender person may or may not have a gender expression different from social expectations of the sex assigned at birth and may or may not identify as transsexual.

**Transgender Man** - A person who has transitioned or is in the process of transitioning from female to male, meaning a person who was assigned female at birth, but identifies and lives as male or as a man. A female-to-male individual should be addressed using masculine pronouns (i.e. he, him, his), regardless of surgical status.

**Transgender Woman** - A person who has transitioned or is in the process of transitioning from male to female, meaning a person who was assigned male at birth, but identifies and lives as female or as a woman. A male-to-female individual should be addressed using feminine pronouns (i.e. she, her, hers), regardless of surgical status.

### 455.3 INTERACTIONS WITH TRANSGENDER PEOPLE

Members are to interact with transgender people and the transgender community in a manner that is professional, respectful, and courteous.

Members shall:

- (a) Respectfully treat individuals in a manner appropriate to the individual's gender, or gender identity/expression;
- (b) Use pronouns as requested by the individual (e.g. "she, her, hers" for an individual who self-identifies as a female; "he, him, his" for an individual who self-identifies as a male); and

**NOTE:** If members are uncertain by which gender the individual wishes to be addressed, they will respectfully ask the individual for clarification [e.g. "Do you prefer to be referred to as 'she' or 'he'?" Or simply ask, "What are your pronouns?"]

When requested, address the individual by the name based on their gender identity rather than that which is on their government-issued identification.

Members shall **NOT**:

- (a) Stop, detain, frisk, or search any person for the purpose of determining that person's gender or in order to call attention to that person's gender identity/expression:

**NOTE:** The above limitation does not prevent an officer from following the established department procedures relative to ensuring the proper processing of arrestees.

- (a) Except when legally necessary (e.g. processing an arrest), either require proof of an individual's gender or challenge an individual's gender identity/expression;
- (b) Use language that a reasonable person would consider demeaning or derogatory; in particular, language aimed at a person's actual or perceived gender, gender identity/expression, or sexual orientation;
- (c) Make assumptions about an individual's sexual orientation based upon an individual's gender or gender identity/expression; or
- (d) Use a person's gender or gender identity/expression alone as reasonable suspicion that the individual is or has engaged in a crime, including prostitution.

#### **455.4 DETERMINATION OF LEGAL NAME**

In the event a transgender person's legal name is required, the person's legal name should be obtained in the following manner:

Absent extenuating circumstances, an officer should ask the person for their legal name in a one-on-one situation. If the contact is in a group environment, the officer should ask the person to step outside the group to obtain the legal name and avoid "outing" the person.

If an officer asks a transgender person for their legal name in the presence of others, that officer shall provide a compelling, professional, and articulable reason for having done so.

#### **455.5 TRANSGENDER ARRESTEES**

An arrestee's gender will be classified as it appears on the individual's government-issued card.

- (a) For the purpose of listing gender on citations, arrests reports, and other official documentation, members shall use the designation listed in the most recent records in official government databases, starting with DMV.
- (b) For the purpose of listing the name, members shall always write an individual's name as it appears on the individual's government-issued identification card. If the arrestee identifies themselves using a different name, that name will be listed as the alias on the arrest paperwork.

The exceptions to the government-issued identification card policy are those arrestees who have had gender conforming/affirming surgery from:

- (a) Male to female will be processed as a female;
- (b) Female to male will be processed as a male.

In the event that a government-issued identification card is unavailable, the following criteria will be used in determining gender:

If the arrestee states they:

- (a) Have male genitalia, the arrestee will be classified as a male; or
- (b) Do not have male genitalia, the arrestee will be classified as a female.

In the event that there is uncertainty regarding the appropriate classification of an arrestee's gender, a supervisor will be consulted for further guidance on the appropriate classification (e.g. In situations in which the arrestee does not have identification, and will not speak to police, supervisors can attempt to establish communication necessary to make a determination of the arrestee's gender).



#### **455.6 TRANSPORTATION OF TRANSGENDER ARESTEEES**

Whenever practical, transgender arrestees will be transported alone. In situations with multiple arrestees, mass arrests, or where individual transport is not practical, transgender arrestees will be transported by gender classification.

#### **455.7 PROCESSING OF TRANSGENDER ARESTEEES**

Appearance-related items, including, but not limited to, prosthetics, clothes, wigs, or make-up should not be confiscated or removed from transgender people unless:

- (a) Such items present a safety hazard;
- (b) Impede the administration of medical attention;
- (c) Are needed for evidentiary reasons;
- (d) Impedes the administration of a criminal investigation; or
- (e) Interferes with prisoner processing.

If an officer confiscates or removes a transgender person's appearance-related items, that officer shall provide a compelling, professional, and articulable reason for having done so.

#### **455.8 JUVENILE TRANSGENDER INDIVIDUALS**

All interactions with juvenile transgender individuals shall conform to the mandates set out by this policy. This policy does not affect any other provisions outlined in applicable policies and laws covering the processing and handling of juveniles.

#### **455.9 PROTECTION OF PRIVACY**

An officer shall not disclose an individual's gender identity or sexual orientation to other arrestees, members of the public, or other governmental personnel, absent a proper law enforcement purpose. Members shall not disclose this information to the media without supervisor approval. If an officer does disclose such information as described, that officer shall provide a compelling, professional, and articulable reason for having done so.

## **F.1.4 Orange County Sheriff's Department**

## Bias Free Policing

### 402.1 PURPOSE AND SCOPE

The Department strives to provide law enforcement services to our community with due regard to the racial and cultural differences of those we serve. It shall therefore be the policy and practice of this Department to provide law enforcement services and to enforce the law equally and fairly without discrimination toward any individual(s) or group because of their race, ethnicity or nationality, religion, gender, gender identity, sexual orientation, or disability.

### 402.2 POLICY

Racial/Bias based profiling, for purposes of this section, is the practice of detaining a suspect based on a broad set of criteria which casts suspicion on an entire class of people without any individualized suspicion of the particular person being stopped (Penal Code § 13519.4(e)).

### 402.3 RACIAL- OR BIAS-BASED PROFILING PROHIBITED

The practice of racial/bias based profiling is illegal and will not be tolerated by this Department (Penal Code § 13519.4(f)).

1. It is the responsibility of every Member of this Department to prevent, report, and respond appropriately to clear discriminatory or biased practices.
2. Every Member of this Department engaging in a non-consensual detention shall be prepared to articulate sufficient reasonable suspicion to justify the detention independent of the individual's membership in a protected class.
  - (a) To the extent that written documentation would otherwise be completed (e.g., arrest report, F.I. card, etc.), the involved deputy should include those facts giving rise to the deputy's reasonable suspicion or probable cause for the contact.
  - (b) Nothing in this policy shall require any deputy to prepare documentation of a contact that would not otherwise involve such reporting.
  - (c) While the practice of racial profiling is strictly prohibited, it is recognized that race or ethnicity may be legitimately considered by a deputy in combination with other legitimate factors to establish reasonable suspicion or probable cause (e.g., suspect description is limited to a specific race or group).

The Orange County Sheriff-Coroner Department shall investigate all complaints of alleged racial/bias based profiling complaints against its Members. Members found to be in violation of this policy are subject to discipline in accordance with this Department's disciplinary policy.

## *Bias Free Policing*

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### **402.4 MEMBER RESPONSIBILITY**

1. All sworn Members of this Department shall be scheduled to attend POST approved training on the subject of racial profiling.
2. Pending participation in such POST approved training and at all times, all Members of this Department are encouraged to familiarize themselves with and consider racial and cultural differences among members of our community.
3. Each Member of this Department undergoing initial POST approved training shall thereafter be required to complete an approved refresher course every five years or sooner if deemed necessary in order to keep current with changing racial and cultural trends (Penal Code §13519.4(i)).

### **402.5 SUPERVISOR RESPONSIBILITY**

Each January, the S.A.F.E Division Captain shall review the Department's effort to prevent racial/bias based profiling and submit an overview, including public concerns, to the Sheriff. This overview shall not contain any identifying information regarding any specific complaint, citizen, or officer.

### **402.6 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Internal Affairs Unit Manager and the Captain or the authorized designee shall ensure that all data required by the Department of Justice (DOJ) regarding citizen complaints of racial bias against deputies is collected and reported annually to DOJ (Penal Code § 13012; Penal Code § 13020).

## Racial and Identity Profiling Act (RIPA)

### 403.1 PURPOSE AND SCOPE

On or before January 1, 2019, the Department is required to begin collecting data on all stops conducted by peace officers within the Department. Commencing on or before April 1, 2020, the Department is required to annually report to the California Attorney General data on all stops conducted by peace officers within the Department during the preceding calendar year (Government Code § 12525.5).

#### 403.1.1 DEFINITIONS

The following definitions relate to terms used within this policy:

**Peace officer:** Any sworn Department Member working outside a custodial setting.

**Stop:** Any detention of a person and/or search, including a consensual search, of the person's body or property in the person's possession or control.

### 403.2 DATA COLLECTION

Peace officers within the Department shall complete all applicable data fields in the Department's AB 953 RIPA Stop Application for each stop. The data fields include, but are not limited to, the following:

1. The time, date, duration and location of the stop.
2. The reason for the stop.
3. The result of the stop, such as, no action, warning, citation, property seized or arrest.
4. If a warning or citation was issued, the warning provided or violation cited.
5. If an arrest was made, the offense charged.
6. The perceived race or ethnicity, gender, and approximate age of the person stopped, provided that the identification of these characteristics shall be based on the observation and perception of the peace officer making the stop, and the information shall not be requested from the person stopped. When reporting the required data elements, the peace officer shall make his or her determination based on personal observation only. For motor vehicle stops, this section only applies to the driver, unless any actions specified under subsection 7 apply in relation to a passenger, in which case the characteristics specified in this section shall also be reported for him or her.
7. Actions taken by the peace officer during the stop, including, but not limited to, the following:
  - (a) Whether the peace officer asked for consent to search the person, and, if so, whether consent was provided.
  - (b) Whether the peace officer searched the person or any property, and, if so, the basis for the search and the type of contraband or evidence discovered, if any.
  - (c) Whether the peace officer seized any property and, if so, the type of property that was seized and the basis for seizing the property.

# Orange County Sheriff-Coroner Department

Orange County SD Policy Manual

## *Racial and Identity Profiling Act (RIPA)*

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Stops involving multiple peace officers shall only require reporting by one peace officer. In most cases, this shall be the peace officer making initial contact.

### **403.3 REPORTING TO THE CALIFORNIA ATTORNEY GENERAL**

The Director of Support Services is the custodian of all data collected. The Director of Support Services or his/her authorized designee shall ensure data is collected and reported in accordance with Government Code section 12525.5 and that all data collected is used strictly within the scope of compliance with this policy. The data provided to the California Attorney General shall not include the name, address, social security number or other unique personal identifying information of persons stopped, searched or subjected to a property seizure, and shall not include any unique identifying information of the peace officer collecting the data.

All RIPA data collected is public record and open to public inspection. No identifying information about the peace officers collecting the data shall be publicly disclosed.

Department Members, other than the Director of Support Services, or his/her designee, may not access the Department's server to view RIPA data without authorization from the Sheriff. The RIPA data collected shall not be used for disciplinary purposes or for use in performance evaluations.

## **F.1.5 Long Beach Police Department**



**Date:** September 2, 2020  
**To:** DISTRIBUTION  
**From:** Robert G. Luna, Chief of Police *R. Luna*  
**Subject:** **SPECIAL ORDER – BIAS-FREE POLICING**

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### **PURPOSE**

The purpose of this Special Order is to memorialize the Long Beach Police Department's commitment to professional, fair and bias-free treatment of all people and to clarify the circumstances in which personnel may consider specified characteristics when carrying out duties.

Fair and bias-free policing enhances legitimate law enforcement efforts and promotes trust within the community.

### **DEFINITIONS**

*Biased Policing* – Discrimination in the performance of law enforcement duties or delivery of police services, based on personal prejudices or partiality of an employee toward classes of individuals based on specified characteristics.

*Fair and Bias-Free Treatment* – Conduct of an employee wherein all people are treated in the same manner under the same or similar circumstances irrespective of specified characteristics.

*Police Services* – Enforcement of the law and other actions and activities that contribute to the overall well-being of the public.

These include, but are not limited to, welfare checks, death notification, public assistance to persons who may be lost, confused or affected by mental or physical illness, traffic control, medical emergencies, lifesaving services, crime prevention, public information, and community engagement.

*Racial Profiling* – The practice of detaining a subject based on specified characteristics that casts suspicion on an entire class of people without any individualized suspicion on the particular person being stopped.

*Specified Characteristics* – Real or perceived personal characteristics, to include but not limited to race, ethnic background, national origin, immigration status, gender, gender identity/expression, sexual orientation, religion, socioeconomic status, age, disability, or affiliation with any political or non-criminal group (protected characteristics).

### **GENERAL**

Biased policing and racial profiling are prohibited both in the enforcement of the law and the delivery of other police services.



Employees who are authorized to take enforcement action must be able to articulate specific facts, circumstances, and conclusions that support probable cause or reasonable suspicion for any non-consensual detention and/or search or seizure, as applicable. The articulable facts may include descriptors such as gender, age, race or ethnicity if it supports individualized probable cause or suspicion on that particular person. Nothing in this order shall limit an employee's ability to interview witnesses nor discourage routine conversations or consensual contacts with the public.

The employees shall inform the subject regarding the reason for the contact if it will not compromise the safety of employees or other persons or an investigation. The employee should inform the subject preferably at the point of contact or by the conclusion of every interaction. This is important to avoid misunderstandings as to the reason for the contact.

### **SUPERVISOR RESPONSIBILITIES**

Supervisors are responsible for ensuring compliance and shall initiate an investigation of any alleged violation of this order. For further refer to LBPD Manual § 4.1.1.2 Complaint Procedure – Watch Commander/Any Supervisor.

Supervisors shall ensure that employees who report instances of biased policing are not subject to retaliation. Supervisors shall take prompt and reasonable steps to address any retaliatory action taken against any member of this Department who discloses information concerning biased policing.

This order will remain in effect until inclusion in the Long Beach Police Department Manual.



Robert G. Luna, Chief of Police



Date

### 3.2 GENERAL RESPONSIBILITIES - EMPLOYEES

Revised 12/21/2007

While on-duty, employees shall take appropriate action at all times to:

- Treat all persons equally and with fairness, regardless of race, ethnicity, creed, sexual orientation, disability or social status.
- Be responsible for the protection of life and property from criminal attack and in emergency situations when the welfare of the community is threatened
- Enforce all State and local laws in a reasonable and prudent manner.
- Enforce local ordinances relating to the control of crime and regulation of conduct.
- Take such action as may be necessary and operate in such a manner as to assure the citizens of the City that orderly activities of the community may proceed without disruption from criminal and irresponsible elements.
- Cooperate with and assist citizens of the community and units of the City, County, State and Federal Government with such problems and in such situations as customs and traditions dictate, in matters both criminal and non-criminal.
- Be responsible for the care, handling, security and proper disposition of property obtained during the performance of their duties. The arresting officer is responsible for the security of all personal property in the possession or under the control of the arrestee at the time of arrest. With the exception of vehicles, this responsibility is transferred to Booking Desk personnel or transporting officers when they accept custody of the arrestee.
- Unless otherwise directed, employees shall report to their daily assignment at the time and place specified and shall be properly uniformed and equipped. They shall give careful attention to orders and instructions, avoiding unnecessary talking or movement.

### 3.4 CONDUCT TOWARD THE PUBLIC

Employees shall be courteous and orderly when working with the public. Employees shall perform their duties quietly, avoiding harsh, violent, profane or insolent language, and shall always remain in control of their behavior regardless of provocation. On request, employees are required to supply their names and Departmental ID Number (DID #) or the names and DID # of other employees. Employees shall respond to requests from the public quickly, efficiently and in a courteous and professional manner, avoiding unnecessary referral to other parts of the Department.

#### **Impartial Attitude**

Employees shall remain impartial toward all individuals with whom they come in contact. **All** citizens are guaranteed equal protection under the law. Exhibiting partiality for or against a person because of race, sex, national or ethnic origins, age, influence, or for any other reason, is considered conduct unbecoming an officer. Similarly, unwarranted interference in the private business of others when not in the interests of justice is also considered conduct unbecoming an officer.



**Date:** December 6, 2018  
**To:** WATCH REPORT  
**From:** Robert G. Luna, Chief of Police  
**Subject:** **SPECIAL ORDER – STOP DATA COLLECTION**

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### **OBJECTIVES**

This policy is established in accordance with the Racial and Identity Profiling Act of 2015 (RIPA), enacted by Assembly Bill No. 953, (AB 953) which requires law enforcement agencies to collect “stop” data. This data set is to be reported to the California Attorney General’s Office. Stop data, will not be used in administrative investigations.

Stop data collected will not include any identifying information of persons stopped, such as the name, address, social security number and any other unique personal identifying information of the person stopped or searched.

### **COLLECTION OF STOP DATA MECHANISM**

Officers shall only use department approved electronic devices to enter stop data. If officers use a mobile device to do the stop data entry, they are only allowed to use the mobile device assigned to them in order to ensure the data is correctly assigned to that officer. In the event department devices are not available, a RIPA paper template will be used to collect stop data. The paper template shall be used for collection purposes only and information obtained shall be entered electronically via the RIPA application before the end of every shift. Once stop data from the paper template is transferred to the RIPA application, the paper template shall be shredded.

### **CONTINGENCY PLAN IF APPLICATION IS UNAVAILABLE**

The RIPA application has been designed to have several safeguards to ensure the application works reliably. If the application becomes unavailable, officers will use the RIPA paper template and retain the paper template until the application becomes available. Once stop data from the paper template is transferred to the RIPA application, the paper template shall be shredded.

### **OFFICER SAFETY**

Officer safety takes precedence over stop data information collection.

## DEFINITIONS

**Stop** – for purpose of this data collection, it is defined as the following:

- any detention by a peace officer of a person, or
- any peace officer interaction with a person in which the officer conducts a search of the person's body or property in that person's possession or control

**Stop data** – the data elements to be collected for each stop

**Detention** – means a seizure of a person by an officer that results from physical restraint, unequivocal verbal commands or words or conduct by an officer that would result in a reasonable person believing that he or she is not free to leave or otherwise disregard the officer

**Reportable Actions** – these include the following:

- a. Person removed from vehicle by order
- b. Person removed from vehicle by physical contact
- c. Field sobriety test conducted
- d. Curbside detention. This refers to any time an officer directs the person to sit on the sidewalk, curb, or ground
- e. Handcuffed or flex cuffed
- f. Patrol car detention
- g. K-9 removed from vehicle or used to search
- h. Firearm pointed at person
- i. Firearm discharged or used
- j. Electronic control device used
- k. Impact projectile discharged or used (e.g., blunt impact projectile, rubber bullets or bean bags)
- l. K-9 bit or held person
- m. Baton or other impact weapon used
- n. Chemical spray used (e.g., pepper spray, mace, or other chemical irritants)
- o. Other physical or vehicle contact. This refers to any of the following contacts by the officer, when the purpose of such contact is to restrict movement or control a person's resistance: any physical strike by the officer; instrumental contact with a person by an officer; or the use of significant physical contact by the officer. Examples of such contacts include, but are not limited to, carotid restraints, hard hand controls, the forcible taking of a subject to the ground, or use of vehicle in apprehension.
- p. Person photographed
- q. Asked for consent to search person
- r. Search of person was conducted
- s. Asked for consent to search property

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- t. Search of property was conducted
- u. Property was seized
- v. Vehicle impounded

**K-12 Public School** – California state education institution

**School Resource Officer** – includes, but is not limited to, "school resource officer" as defined by 42 U.S.C. 3796dd-8(4)

**Student** – any person enrolled in a K-12 Public school and applies only to interactions between officers and students that take place in a K-12 Public school

**Peace Officer** – all sworn officers and Airport SSOs and Park Rangers with peace officer status are subject to AB 953. This does not include peace officers in a custodial setting

**Consensual Search** – search when a person gives a peace officer consent or permission to search their person or property. Consent can be in writing, verbal or implied by conduct

**Department Device** – electronic devices that are compatible with RIPA (AB 953) application

## **GENERAL**

1. All peace officers trained in the use of the RIPA application are subject to stop data collection requirements.
2. Personal phones are not authorized for stop data collection.
3. All stop data collected is considered official records and property of the Long Beach Police Department.
4. All requests for stop data by the public will be handled in accordance with the LBPD Public Records Request Act Policy.
5. Accessing, copying, forwarding, or releasing any stop data not related to official Police Department use is prohibited.

## **PROCEDURE**

Stop data will be collected using the RIPA application on department issued devices. Officers, regardless of their assignment, will be required by policy and law to collect and report specific information for every detention or search to include consensual searches. Officers will enter this information into the RIPA application when safety permits. All stop data is to be entered before the end of every shift.

## **GENERAL REPORTING REQUIREMENTS**

With respect to the officer making the stop, the officer must report:

- His/her years of experience as a "peace officer" (not just time with LBPD)
- His/her type of assignment during the stop (e.g., patrol, traffic enforcement, field operations; narcotics/vice; investigative/detective; etc.)

Logistical data of the stop and associated factors leading from it:

- Date, time, and duration of the stop
- Location of the stop
- Reason for the stop
- Whether the stop was in response to a call for service (yes/no answer)
- Actions taken during stop
- Basis for search and/or property seizure
- Whether or not any contraband or evidence was discovered
- Whether or not property was seized and the type of property seized
- What was the result of the stop (e.g., no action, warning, citation for infraction, or custodial arrest)

With respect to the person being stopped, the officer must report his/her own perception based upon personal observation only (and not through any other means such as asking the person or referring to identification), regarding the following:

- Perceived race or ethnicity of the person stopped
- Perceived age of the person stopped
- Perceived gender of the person stopped
- Whether the person stopped is perceived to be lesbian, gay, bisexual or transgender?
- Whether the person stopped is perceived to have limited or no English fluency?
- Whether the person stopped is perceived, or known, to have a disability?

## **MULTIPLE OFFICER STOPS**

When there are multiple officers at the scene and interacting with the detained or searched person(s):

- Only one (1) officer shall collect stop data
- The officer with the highest level of engagement (contact or interaction) is responsible for collecting the stop data
- Officers must communicate who will be expected to complete the stop data report to prevent duplicate or deficient records
- The officer collecting the stop data shall document all actions taken by each officer involved in the detention or search.

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## **MULTIPLE AGENCY STOPS**

When there are multiple agencies at the scene and interacting with the detained or searched person(s):

- Only the agency with jurisdiction shall collect stop data.
- If a stop is done in conjunction with a non-reporting agency, LBPD shall be responsible for collecting stop data, even if LBPD does not have jurisdiction.

## **MULTIPLE PERSONS STOPPED**

When there are multiple persons stopped during one incident, stop data shall be submitted for each person within a single report, except those passengers in a vehicle.

## **PASSENGERS IN VEHICLE STOPS**

When there are passengers in vehicle stops, stop data is not be collected unless the following applies:

- The passenger is observed/suspected of violating the Vehicle Code or any other applicable law.
- The passenger is subjected to any of the "Reportable Actions" , excluding "Vehicle impounded"

## **EXCEPTIONS TO COLLECT STOP DATA**

Stop data shall not be collected for persons in the following circumstances even if the interaction meets the definition of a "detention".

- Public Safety Mass Evacuations: this includes but is not limited to bomb threats, gas leaks, flooding, earthquakes and other similar critical incidents.
- Active Shooter Incidents: an event where an individual is actively engaged in killing or attempting to kill people in a populated area.
- Routine security screenings: this includes but is not limited to metal detector screenings, secondary searches or stops that result from screening of persons at entrances of buildings or special events.

## **SPECIAL CIRCUMSTANCES**

There are special interactions that can occur that are reportable only if a person is detained based on individualized suspicion or personal characteristics; and/or where the officer engages in "Reportable Actions". These special circumstances include: (1) traffic or crowd control, (2) detentions at residence, and (3) checkpoints or roadblocks.

(1) Traffic/Crowd Control



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For the purpose of this policy, this is defined as:

- Control of vehicles due to a traffic accident or emergency situation that requires vehicles to be stopped for public safety purposes
- Any type of crowd control in which pedestrians are made to remain in a location or routed to a different location for public safety purposes

## (2) Detentions at Residence

Interactions in which persons are detained at a residence only so that officers may check for proof of age for purposes of investigating underage drinking are not reportable, unless the officer engages in "Reportable Actions".

## (3) Checkpoints/Roadblocks

Checkpoints or roadblocks in which an officer detains a person because of neutral formula that is not based on individualized suspicion of personal characteristics are exempted from collecting from stop data.

## **WARRANTS/SEARCH CONDITIONS/HOME DETENTION/HOUSE ARREST**

Subjects contacted in their residence due to a warrant or search condition are exempted from collecting stop data if a warrant is served at a residence., Any other persons contacted inside that residence must have stop data collected if the following occurs by the officer:

- Handcuffs or flex cuffs person
- Arrests person
- Points firearm at person
- Discharges or uses firearm, electronic control device, impact projectile, baton or other impact weapon, or chemical spray on person
- K-9 bit/held the person

## **STOPS OF STUDENTS AT K-12 PUBLIC SCHOOLS**

Stops at K-12 public schools are defined as interactions with students at a K-12 public school only. Interactions off campus are subject to regular stop data collection. Interactions with non-students on campus are subject to regular stop data collection.

### Reportable Interactions

Stop data is to be collected for interactions with students at K-12 public schools that result in:

- Temporary custody (Welfare & Inst. Code § 625)
- Citation

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- Arrest
- Permanent seizure of property as evidence of criminal offense
- Referral to school administrator for suspected criminal activity

Stop data is to be collected when a student is questioned for the purpose of investigating:

- Violations of law (including Education Code sections 48900, 48900.2, 48900.3, 48900.4 and 48900.7)
- Truancy

Stop data is to be collected for any interactions in which an officer engages in "Reportable Actions," excluding searches applied using a neutral formula, such as checkpoints or roadblocks.

#### Additional Stop Data for K-12 Students

Interactions involving students at K-12 public schools will have additional choices for the following stop data categories:

- Location of stop
- Perceived or known disability
- Reason for stop
- Actions Taken during stop
- Basis for search
- Basis for property seizure
- Result of stop

#### **REVIEW PROCESS**

The Records Division – Data Analysis Unit within the Administration Bureau will review stop collection data to ensure there is no identifiable information prior to submitting to the State. Entries with identifiable information will be communicated back to the officer to ensure the information is revised. The release of stop data must be approved by the Chief of Police.

In addition, the Department is required to track and report to the Attorney General stops by officer through a uniquely assigned officer identification (ID) number which will be pre-assigned by the Department. This will enable the state to analyze stops by the officer, while protecting the officer's identity.

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**AUDIT**

The Administration Bureau will maintain audit responsibility of stop data and will conduct quarterly audits. .

*R. Luna*

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Robert G. Luna, Chief of Police

*12.6.18*

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Date

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## **F.1.6 Sacramento County Sheriff's Office**



## **GENERAL ORDER**

### **Detentions, Arrests, Search, Seizure, and Immigration Enforcement**

It is the policy of the Sacramento County Sheriff's Office that all detentions and arrests made by members of the Sheriff's Office shall be conducted professionally and in accordance with the United States Constitution, the Constitution of the State of California and applicable California statutes. Case law regarding search and seizure is ever changing and frequently subject to interpretation under the varying facts of each situation. This policy is intended to provide a few of the basic guidelines that may assist a deputy in evaluating search and seizure issues. Specific situations should be handled according to current training and a deputy's familiarity with clearly established case law.

#### **I. Racial or Identity Profiling**

Penal Code § 13519.4(e) describes racial or identity profiling as "is the consideration of, or reliance on, to any degree, actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability in deciding which persons to subject to a stop or in deciding upon the scope or substance of law enforcement activities following a stop, except that an officer may consider or rely on characteristics listed in a specific suspect description."

The practice of racial and identity profiling is illegal and will not be tolerated by the Sheriff's Office.

It is the responsibility of every member of the Sheriff's Office to prevent, report, and respond appropriately to dispel discriminatory or biased practices.

Every member of the Sheriff's Office engaging in a nonconsensual detention shall articulate sufficient reasonable suspicion to justify the detention, independent of the individual's membership in a protected class.

1. To the extent that written documentation would otherwise be completed (e.g., arrest report, F.I. card, etc.), the involved deputy shall include those facts giving rise to the deputy's reasonable suspicion or probable cause for the contact.
2. Nothing in this policy shall require any deputy to prepare documentation of a contact that would not otherwise involve such reporting.

3. While the practice of racial and identity profiling is strictly prohibited, it is recognized that race or ethnicity may be legitimately considered by a deputy in combination with other legitimate factors to establish reasonable suspicion or probable cause (e.g., suspect description is limited to a specific race or group).

## II. Immigration Enforcement

The U.S. Department of Homeland Security, Immigration and Customs Enforcement Agency (ICE), has primary responsibility to investigate and enforce Federal immigration laws. Sacramento County Sheriff's personnel may assist ICE in the enforcement of Federal immigration laws and in situations where ICE initiated investigations have led to or may lead to the discovery of criminal violations of California law. Assistance to ICE will also be provided in response to officer safety issues or emergency requests for immediate assistance.

A Sacramento County Sheriff's Office employee's suspicion about a person's immigration status shall not be used as a basis to initiate contact, detain, or arrest that person unless such status is reasonably relevant to the investigation of a crime, such as, but not limited to, trafficking, smuggling, harboring, and terrorism.

## III. Detentions

Detentions shall be based on reasonable suspicion in a manner prescribed by law.

Detentions shall be based upon reasonable suspicion developed from specific articulable facts which, when considered with objective and reasonable inferences, form a basis for particularized suspicion that criminal activity has occurred or is about to take place, and the person to be detained is associated with the crime.

1. Broad profiles which cast suspicion on entire categories of people without individualized suspicion of the particular person to be detained shall not provide the basis for a detention.

## IV. Arrests

Officers may arrest a person under the following conditions:

1. When the officer has a warrant, or knowledge of a warrant, commanding that such person be arrested.
2. When any crime (felony or misdemeanor) has been, or is being committed, by such person in the officer's presence.
3. When an officer has probable cause to believe that a felony was committed and that the person to be arrested committed that felony, regardless whether the offense was or was not committed in the officer's presence.

a. "Probable cause" exists when the totality of the circumstances would lead a person of ordinary care and prudence to entertain an honest and strong suspicion that the person to be arrested is guilty of a crime.

4. Arrests for misdemeanors may also be made when probable cause exists and statutory authority allows.

V. Arrests/Detentions of Persons who are Deaf or Hard of Hearing

Under the Americans with Disabilities Act (ADA), people who are deaf or hard of hearing are entitled to the same services law enforcement provides to anyone else. They may not be excluded or segregated from services, be denied services, or otherwise be treated differently than other people.

Officers must provide the communication aids and services needed to communicate effectively with people who are deaf or hard of hearing, except when a particular aid or service would result in an undue burden or a fundamental change in the nature of the law enforcement services being provided.

Officers must give primary consideration to providing the aid or service requested by the person with the hearing disability.

Only the Sheriff or his or her designee can make the determination that particular aid or service would cause an undue burden or a fundamental change in the nature of the law enforcement services being provided.

1. Watch Commanders are the designees for Field Services.

The County has multiple contracts for interpreter services for deaf and hard of hearing prisoners:

2. Contact the County Operator or the Communications Bureau for the current list of authorized interpreter service providers.

Except in exigent circumstances, any request for such services must be documented and approved by the Watch Commander prior to its use.

3. The documentation will include the type of service needed, date, time, location, and estimated length of use.

The Watch Commander will forward the approved request to the fiscal officer.

A form is provided to assist deaf or hard of hearing prisoners in understanding the booking process. The form outlines the overall steps involved in booking and release at the Main Jail and at the RCCC.

Additional information that may be helpful for law enforcement officers is available at the following website:

4. <http://www.usdoj.gov/crt/ada/policeinfo.htm>
5. The U.S. Department of Justice pamphlet, Communicating with People Who Are Deaf or Hard of Hearing, is available at the above website or in **Appendix 12-C**.

Officers may communicate with the arrestee/detainee through written correspondence if necessary.

6. All written correspondence, with the arrestee/detainee, should be booked as evidence if it pertains to a criminal investigation.

#### VI. Arrests of Persons with Service Animals

Officers arresting persons in possession of service animals should make every attempt possible to ask the subject in custody what he or she would like done with the animal. Make an attempt to accommodate the request, and secure the wellbeing of the animal prior to transporting the subject in custody.

1. Leave the service animal with a family member on scene.
2. Contact a relative to take custody of the service animal.
3. Contact a friend of the arrestee to take custody of the service animal.
4. Contact a neighbor of the arrestee whom the arrestee is comfortable leaving the service animal with.

#### VII. Arrests of Persons who Utilize Wheelchairs, Scooters and Large Mobility Devices

Officers may encounter arrestees with disabilities requiring the use of wheelchairs, scooters or large mobility devices. Officers should take care in the arrest of persons requiring such devices as not to cause injury to the arrestee or officer when placing the subject in the back of a patrol vehicle.

1. When possible the officer shall ask the arrestee the best way to lift and assist the arrestee into the back of the patrol vehicle.
2. In the event it is too cumbersome for an officer to remove an arrestee from a wheelchair, scooter or mobility device, the officer



should notify the Communications Bureau to request fire to assist with the transport of the subject to a hospital or custody facility.

Officers shall make every attempt possible to secure the wellbeing of the wheelchair, scooter or mobility device prior to transporting the arrestee, to include:

3. Leaving the device in a secure location (arrestee's residence).
4. Contacting a friend or relative to secure the device.
5. In the event the device cannot be left in a secure location or be taken into possession by a friend or relative, the officer shall arrange for the item to be booked for safe keeping at the Sheriff's Office Property Warehouse. A receipt of the item shall be left in the arrestee's property.

#### VIII. Arrests/Detentions of Non-English Speaking Persons

Officers will attempt to identify the language of arrestee/detainee who do not speak English in order to provide appropriate interpreter services as needed to complete paperwork, conduct interviews, or perform other necessary functions related to the prisoner's custody.

Whenever possible, officers should attempt to utilize an on-site interpreter at the scene, if available. If an on-site interpreter is utilized their information should be documented within the arrest/crime report. If an on-site interpreter is not available, officers may:

1. Contact the Communications Bureau to request use of American Telephone and Telegraph Company (AT&T) Language Line Service.
  - a. The call must be routed through the Sheriff's Office Communications Bureau. The Language Line service does not record telephone calls for evidentiary purposes.

#### Language Line Procedures

2. When possible, the requestor will notify the operator of the language needed. If the language is not known by the officer, the operator of the language line can assist in identifying the language.
3. The officer will notify the operator of the following additional information:
  - a. Name, badge number and agency.
  - b. Sacramento County Sheriff's Office identification number.

- c. Division, city, and state.
4. The officer will inform the interpreter what information is required from the non-English speaking individual.
5. The interpreter will obtain the information required and relay the information back to the officer.
  - a. The officer shall document the name of the interpreter and information relayed to the officer by the interpreter within their report.
6. The officer will use the phrase “**end of call**” to end the interview.

IX. Reasonable Expectation of Privacy

Both the United States and the California Constitutions provide every individual with the right to be free from unreasonable governmental intrusion. As a general rule, members of the Sheriff's Office should not enter any area where an individual has a reasonable expectation of privacy in order to conduct a search or seizure without one or more of the following:

- A. A valid search warrant
- B. Exigent circumstances
- C. Valid consent
- D. Searchable probation or parole conditions
- E. Incident to a lawful arrest
- F. Emergency aid

X. Search Protocol

Members of the Sheriff's Office will conduct searches with dignity and courtesy. The scope and manner in which a search is conducted shall be reasonable.

Searches arise under a myriad of different circumstances. Though not an exhaustive list, the following guidelines apply to frequently occurring situations:

Members of the Sheriff's Office will conduct property searches in a manner that returns the condition of the property to its pre-search status as nearly as reasonably practical.

Members of the Sheriff's Office should attempt to gain keys to locked property when a search is anticipated and the time and effort required to gain the keys makes it a practical option.

When practical, the deputy will explain to the person being searched the reason for the search and how the deputy will conduct the search.

When the person to be searched is of the opposite sex of the deputy, a deputy of the like sex should be summoned to the scene to conduct the search. A search may be undertaken of a member of the opposite sex when it is not practical to summon a deputy of the like sex. In these instances the deputies will adhere to the following guidelines:

1. A supervisor or one other deputy should witness the search, if practical.
2. Deputies will conduct the search with appropriate circumspection and concern for officer safety to search sensitive areas of the opposite sex to include the breast, crotch and buttocks areas.

## XI. Specific Situations

### Residence:

Absent a valid search warrant, exigent or emergency circumstances, probation or parole authorization, or valid consent, every person has a reasonable expectation of privacy inside his/her home. Individuals do not, however, generally have a reasonable expectation of privacy in areas around their home where the general public (e.g., mail carriers & solicitors) would reasonably be permitted to go.

### Plain view:

Because an individual does not have an expectation of privacy as to items that are in plain view, no "search" has taken place in a constitutional sense when an object is viewed from a location where the deputy has a right to be.

An item in plain view may generally be seized when all of the following conditions exist:

1. It was viewed from a lawful location.
2. There is probable cause to believe that the item is linked to criminal activity.
3. The location of the item can be legally accessed.

It is important to note that the so-called "Nexus Rule" requires that even items in plain view must not be seized unless there is probable cause to believe that the item will aid in an investigation. Such a nexus should be included in any related reports.

### Exigent circumstances:

Exigent circumstances permitting entry into premises without a warrant or valid consent generally include any of the following:

4. Imminent danger of injury or death;
5. Serious damage to property;
6. Imminent escape of a suspect;
7. The destruction of evidence.

An exigency created by the deputy's own conduct as an excuse for a warrantless entry is not permitted.

## XII. Consent

Entry into a location for the purpose of conducting a search for any item reasonably believed relevant to any investigation is permitted once valid consent has been obtained. A search by consent is only valid if the consent is:

1. Voluntary;
2. Obtained from a person with authority to give the consent;
3. Does not exceed the scope of the consent given.

Unless unusual circumstances would prevent use of the Sheriff's Office Consent to Search form (Form 7400073), deputies should have the individual read the form, ensure he/she understands it, and provide them with a copy after he/she has signed it.

4. If unusual circumstances prevent the use of the Consent to Search form, deputies should describe such circumstances in related report(s).

While there is no requirement that an individual be told of their right to refuse consent, such a warning and the use of the Consent to Search form provide strong support for the validity of any consent and should be utilized when practical.

When practical, a person with authority to consent to search should be present or otherwise in a position to communicate a withdrawal of consent should they so desire. Absent other legal justification, any related search should be discontinued at any point that consent is withdrawn.

**Appendices:** Booking Process Form (Appendix 12-C)

**Related Orders:** Correctional Services Operations Order 6/14

**References:** Penal Code § 13519.4

**ATTACHMENTS:**

Attachment A [Booking Form Appendix 12-C](#)

**GENERAL ORDER****AB 953 RIPA Compliance**

The Racial Identity and Profiling Act of 2015, also known as RIPA or AB 953, requires the collection of specific demographic data on individuals detained or searched by peace officers. For the purposes of this law, "peace officer" is as defined in Chapter 4.5 of Title 3 of Part 2 of the Penal code. AB 953 was passed into law as part of Title 11, Chapter 19, of the California Code of Regulations. This collected data is required to be submitted to the California Department of Justice on a periodic basis.

**I. Policy Statement**

This General Order has been created to outline a process for compliance with the Racial Identity and Profiling Act of 2015. It is the intent of the Department to gather and report the required data and no part of this order should be interpreted in a way to conflict with any currently existing law. The Department's AB 953 Stop Data Collection Application may be modified as needed to maintain compliance with required data reporting.

**II. Data Collection Requirement**

Every peace officer is required to complete an AB 953 report following interactions described in section IV of this order. Officers must report their perceptions of specified characteristics when a civilian is detained, searched, or has their property searched. An officer's perception shall be based on their personal observations and interactions with the person detained. The officer shall not ask the citizen any additional identifying questions, refer to their driver's license or identification card, or ask another person for information which would verify the identity of the person detained.

**III. Unique identification information**

- A. In no circumstance shall an officer include any individual's unique identification information into an AB 953 report. This would include information such as names, identification numbers, social security number, cross-reference number, or any other unique information which could be used to identify the specific individual who was the subject of the interaction.

#### IV. Reportable interactions

Peace officers shall complete an AB 953 report for every person detained or searched or when property in their possession is searched regardless of the initial reason for the encounter, unless it falls under an exception listed in this order. All AB 953 reports should be completed by end of watch unless exigent circumstances exist.

#### V. Reporting when there are multiple officers or multiple agencies:

- A. When there are multiple officers interacting with the detained or searched individual(s):
  - 1. Only one AB 953 report shall be submitted for each individual searched or detained, regardless of the number of officers involved in each interaction.
  - 2. The officer with the highest level of interaction with the individual is responsible for completing the AB 953 report.
  - 3. All reportable actions taken by any officer during the detention or search shall be included in the AB 953 report.
- B. When there are multiple agencies at the scene and interacting with the detained or searched person(s):
  - 1. Only the primary agency with investigative jurisdiction for the incident shall complete the AB 953 report through their reporting system.
- C. In no case should duplicate reports be submitted for the same individual by multiple officers or multiple agencies.

#### VI. Interactions with students in a K-12 public school

- A. Peace officers shall complete an AB 953 report only if the following interactions occur with students on the grounds of a K-12 public school:
  - 1. Any interaction that results in a temporary custody under Welfare and Institutions Code section 625, citation, arrest, permanent seizure of property as evidence of a criminal offense, or referral to a school administrator because of suspected criminal activity.
  - 2. Any interaction in which the student is questioned for the purpose of investigating whether the student committed a violation of law, including violations of Education Code sections 48900, 48900.2, 48900.3, 48900.4, and 48900.7, or to determine whether the student is truant.
  - 3. Any interaction in which an officer engages in one or more of the actions as described in section IV of this order.

- B. Peace officers shall not complete an AB 953 report in the following interactions with students on the grounds of a K-12 public school:
1. Any detention or search of all persons as part of a neutrally applied formula that is not based upon personal characteristics. Such as a security checkpoint.
  2. The interaction only includes searches conducted at the entries or exits of school facilities by screening devices, and secondary screenings that result from that initial screening.
    - a. Example 1: All students entering a school are required to pass through a metal detector. A school police officer searches a student's person or belongings because a metal detector is activated. The interaction shall not be reported.
    - b. Example 2: An officer searches a student's backpack because he or she suspects the backpack contains narcotics. The interaction is reportable.

VII. General exceptions to AB 953 reporting requirements

- A. Peace officers are not required to complete an AB 953 report in the following circumstances:
1. Any stop or search that occurs in a custodial setting or on custodial grounds. However, peace officers who work in a custodial setting must report detentions or searches which occur in non-custodial settings (an example would be a deputy who is assigned to the jail, but detains a citizen while working an off-duty job at a football game).
  2. Detentions that occur during public safety mass evacuations, including bomb threats, gas leaks, flooding, earthquakes, and other similar critical incidents.
    - a. For the purposes of this section, the incident commander (or designee) shall make the determination if an incident meets the criteria for a critical incident.
  3. Detentions that occur during an active shooter incident, meaning an individual is actively engaged in killing or attempting to kill people in a populated area.
  4. Detentions that occur during or as a result of routine security screenings required of all persons to enter a building or special event, including metal detector screenings, including any secondary searches that result from that screening.



5. Any type of crowd control in which persons are directed to remain at a location or routed to a different location for public safety purposes.
6. Interactions during which persons are detained at a residence so that officers may check for proof of age, solely for the purpose of investigating possible underage drinking.
  - a. Example 1: An officer is dispatched to a residence to investigate a noise complaint. Upon arrival, the officer suspects that some of the persons at the house party are engaged in underage drinking, and he or she detains the persons to request identification to verify proof of age. Because the only action the officer takes is to detain the persons for the sole purpose of verifying proof of age, these interactions do not require an AB 953 report.
  - b. Example 2: At that same party, the officer, in addition to detaining a person to question him/her, also asks to search the person. Regardless of whether the person consents to the search or is actually searched, that interaction will require an AB 953 report.
7. Checkpoints or roadblocks in which an officer detains a person as the result of a blanket regulatory activity that is not based on an individualized suspicion or personal characteristic.
  - a. Example: A checkpoint or roadblock, including a DUI sobriety checkpoint, that stops all vehicles or stops randomly selected vehicles using a neutral formula, not based on individualized suspicion or personal characteristics, does not require an AB 953 report.
8. Diversion of traffic or individuals as a result of any routine traffic control not based upon individualized suspicion personal characteristics.
9. Interactions with passenger(s) of traffic stops who are not the subject of an investigation or enforcement action
  - a. Example: Any individual(s) being asked to exit the vehicle simply because it is being towed.
10. Interactions with the targeted subject(s) of a warrant, search condition, home detention, or house arrest while inside of their residence. However, an AB 953 report is required for any interactions with persons in the home who are not the subject of the warrant or search condition if the officer takes any of the actions listed in section IV of this order.

11. Consensual encounters that do not result in a search.

VIII. Clearing a call using the CAD system

- A. Peace officers on Computer Aided Dispatch (CAD) calls shall determine prior to clearing the call if an AB 953 report is required for an individual contacted during the call.
- B. If an AB 953 report is required, only officers who will be completing an AB 953 report should click the "Clear Call Submitting the AB 953 Form" button. Units should utilize the busy code to complete their clear. Selecting this clear will place a notification in the officer's pending queue in the AB 953 reporting system. The AB 953 Data Collection Application is available on all department computers and cellular telephones.

IX. Officers not using the CAD system

- A. A peace officer who generates the need for an AB 953 report, but is not on a CAD event related to the interaction, will be required to access the AB 953 report system to generate a report. In the AB 953 reporting system, select the "New Form" button. Then select the option for "Continue without a CAD Event #". Deputies can utilize the CJIS 2000 Form if a department computer or phone is unavailable.

X. Supervisor's Responsibilities

- A. Supervisors shall log in to the AB 953 report system to review and approve or reject officer's AB 953 reports. The only reports which will be routed to the sergeant's queue are those in which deputies have entered free form text. The primary purpose of the supervisor review is to ensure no unique identification information has been included in the report. If any unique identification information is found in the report, the supervisor shall reject the report.

**References:** California Code of Regulation, Title 11, Division 1, Chapter 19, sections 999.224 through 999.229

Government Code section 12525.5

**Related Orders:** General Order 3/12 Detentions, Arrests, Search, Seizure, and Immigration Enforcement

## **F.1.7 San Jose Police Department**

**C 1303 CONSTITUTIONAL RIGHTS:**

No person has a constitutional right to violate the law, nor can any person be deprived of constitutional rights for committing or being suspected of committing a crime. The task of determining the constitutionality of a statute lies with the courts, not with the officer who seeks to properly enforce the law as it exists. The Department will enforce any federal, state or local statutes. An officer who lawfully acts in this capacity is within the scope of his authority and does not deprive persons of their civil liberties. Officers will, within the scope of their authority, make reasonable inquiries, conduct investigations and arrest on probable cause.

**C 1304 TREATMENT OF OFFENDERS:**

To offend a police officer's personal feelings is not a crime. A citizen will not be mistreated physically or psychologically, nor will the processes of booking and charging be delayed as a means of punishing an offender or gaining revenge.

**C 1305 EQUALITY OF ENFORCEMENT:**

People throughout the city have a need for protection, administered by fair and impartial law enforcement. As a person moves about the city, that person must be able to expect a similar police response to his/her behavior - wherever it occurs. When laws are not evenly enforced, a reduction in respect and resistance to enforcement follows.

The element of evenhandedness is implicit in uniform enforcement of law. The amount of force or the method employed to secure compliance with the law is governed by the particular situation. Similar circumstances require similar treatment - in all areas of the city as well as for all groups or individuals. In this regard, Department members will strive to provide equal service to all persons in the community.

**C 1306 BIAS-BASED POLICING:**

*Revised 02-15-11*

Bias-Based Policing occurs when an officer engages in conduct based on a person's race, color, religion (religious creed), age, marital status, national origin, ancestry, sex, sexual orientation, actual or perceived gender identity, medical condition, or disability.

Bias-Based Policing can occur not only at the initiation of a contact but any time during the course of an encounter between an officer and a member of the public.

Officers will not engage in biased and/or discriminatory-based policing as this undermines the relationship between the police and the public and is contradictory to the Department's mission and values.

**C 1307 RESPONSIVENESS TO THE COMMUNITY:**

Department members will strive to be responsive to the needs and problems of the community consistent with the Department's mission. While the law governs the Department's task, the policies formulated to guide the enforcement of the law must include consideration of the public will. This responsiveness will be evident at all levels of the Department by a willingness to listen and a genuine concern for the problems of individuals

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and/or groups. The total needs of the community are an integral consideration of the programs designed to carry out the Department's mission.

**C 1308 COURTESY:**

*Revised 10-14-10*

Department members will be courteous and professional to the public. Department members will be tactful in the performance of their duties, control their tempers and exercise the utmost patience and discretion even in the face of extreme provocation. Except when necessary to establish control during a violent or dangerous situation, no member shall use course, profane or derogatory language. The Department recognizes that there are an extremely limited number of investigative situations where profane or derogatory language may be a reasonable tactic or tool (i.e. undercover assignments). In these specific situations, the use of profanity or derogatory language must be justified by the Department member based on the totality of the circumstances.

Members are reminded that their conduct, either on or off duty, which adversely reflects upon the Department is deemed to be conduct unbecoming an officer refer to DM Section C 1404 (Conduct Unbecoming an Officer).

**C 1309 KNOWLEDGE OF CONDITIONS:**

Department members have the responsibility of being thoroughly familiar with conditions which affect their assignments. Department members will inform superiors of these conditions in as much detail as their superior requires.

**C 1310 BEHAVIOR TOWARD OTHER DEPARTMENT MEMBERS:**

*Revised 10-10-06*

Department members will be respectful, courteous and considerate in their demeanor toward co-workers in the Department.

**C 1311 BEHAVIOR INVOLVING DISCRIMINATION OR HARASSMENT:**

*Revised 10-10-06*

The City of San Jose does not tolerate illegal discrimination or harassment and is committed to providing a work environment free of discrimination and harassment. All Department members are expected to be familiar with and comply with the City's Harassment and Discrimination Policy under City Policy Manual section 1.1.1. Discrimination or harassment based upon the following protected categories/status is prohibited:

- Race
- Color
- Religion (Religious Creed)
- National origin
- Ancestry

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- Age (40 and above)
- Sex
- Gender
- Pregnancy, childbirth or related medical condition
- Sexual orientation
- Marital status
- Disability (Physical and Mental, including HIV and AIDS)
- Medical condition (cancer/genetic characteristics)
- Actual or perceived gender identity

"Discrimination" includes, but is not limited to, any practice, process or action in the workplace which works against equality of opportunity and against the ability of each person to be employed and to advance on the basis of merit without regard to the foregoing protected categories.

"Harassment" is defined by the existence of the following: conduct that is based on a protected category, conduct that is unwelcome and workplace harm that creates a hostile working environment or results in a tangible employment action.

Department members will not engage in conduct in violation of the City's Discrimination and Harassment Policy, and no member will bring any racist, sexist or otherwise discriminatory material into any San Jose Police facility, other than for legitimate law enforcement purposes. Members are responsible for maintaining a work environment free of discrimination and harassment, complying with the Duty Manual and City Policies on the matter and taking appropriate measures to ensure that such conduct does not occur. Accordingly, acts of discrimination or harassment in the work place in violation of City Policy Manual section 1.1.1 are unacceptable and will not be tolerated.

Department members who violate the City's Discrimination and Harassment Policy are subject to disciplinary action, up to and including termination.

**C 1312      SEXUAL HARASSMENT:**

*Revised 10-10-06*

Sexual harassment is a form of workplace harassment prohibited by City Policy Manual section 1.1.1. Refer to the City Policy Manual section 1.1.1 for descriptions of the type of conduct that can be considered sexual harassment, as well as for the City's policy on consensual sexual or romantic relationships.

**C 1313      REPORTING POTENTIAL DISCRIMINATION/HARASSMENT, INCLUDING SEXUAL HARASSMENT:**

*Revised 10-10-06*

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# Memorandum

**TO: ALL PERSONNEL**

**FROM:** Christopher M. Moore  
Chief of Police

**SUBJECT: DUTY MANUAL REVISION:  
C 1306 BIAS-BASED POLICING**

**DATE:** February 15, 2011

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Approved

Date 2011-005

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## **BACKGROUND**

Bias-based policing is an issue that undermines relationships between the police and the public. After a recent review of the San Jose Police Department's Duty Manual, Section C 1306 PROFILE STOPS is being replaced with the title BIAS-BASED POLICING. The definition listed below makes the section more consistent with contemporary concepts. Revisions are noted in italics.

## **ANALYSIS**

The San José Police Department's Duty Manual has been revised to reflect the following:

### **C 1306 *BIAS-BASED POLICING:***

*Revised 02-15-11*

*Bias-Based Policing occurs when a police officer engages in conduct based on a person's race, color, religion (religious creed), age, marital status, national origin, ancestry, sex, sexual orientation, actual or perceived gender identity, medical condition, or disability.*

*Bias-Based Policing can occur not only at the initiation of a contact, but any time during the course of an encounter between an officer and a member of the public.*

*Officers will not engage in biased and/or discriminatory-based policing as this undermines the relationship between the police and the public, and is contradictory to the Department's mission and values.*

## **ORDER**

Effective immediately, all sworn officers will adhere to the above revisions to the Duty Manual regarding Section C 1306 BIAS-BASED POLICING.



CHRISTOPHER M. MOORE  
Chief of Police

CMM:TS:REW

**Pedestrian Stops - Self-Initiated:**

Whenever an officer makes a self-initiated pedestrian stop on a subject(s), the officer will clear the call with the seven (7) authorized disposition codes and follow with the final disposition code to close the event. This also pertains to those self-initiated pedestrian stops that ultimately result in an arrest.

**Vehicle Stops – Self-Initiated:**

Whenever an officer makes a self-initiated vehicle stop, the officer will clear the call with the seven (7) authorized disposition codes relating to the driver of the vehicle and follow with the final disposition code to close the event. Any additional passengers that are sat on the curb, temporarily handcuffed, or temporarily placed in the back of a police vehicle will require separate disposition codes. This also pertains to those self-initiated vehicle stops that result in an arrest.

The following will reflect the authorized disposition codes:

1. Disposition (disposition of the call – 15 dispositions from arrest to unfounded)
2. Reason for the stop (5 reason types)
3. Race
4. Search – Vehicle or Person (searched, not searched, searched no evidence found)
5. Number of stops/subjects
6. Type of Detention (Curb, Handcuffed, Police Vehicle, None of preceding)
7. Limited Detention Reason (multiple reason types)
8. Final disposition to close event (same as #1 Disposition – choose highest level of disposition amongst the subject(s) contacted)

Laminated cards containing the latest version of disposition codes will be distributed in patrol briefings and/or obtained through BFO Admin.

**L 5109**

**DOCUMENTING DETENTIONS PURSUANT TO THE RACIAL AND IDENTITY  
PROFILING ACT OF 2015 (AB 953)**

*Added 12-5-18*

AB 953 requires ALL California law enforcement agencies to collect and report to the California Attorney General detailed data regarding all stops, which AB 953 defines as a detention or search, including a consensual search.

A “Stop” under AB 953 is a detention, by a peace officer, of a person, or any peace officer interaction with a person in which the peace officer conducts a search, including a consensual search, of the person’s body or property in the person’s possession or control. In addition to vehicle and pedestrian stops, this includes all calls for service resulting in a detention.

A “detention” under AB 953 means a seizure of a person by an officer that results from physical restraint, unequivocal verbal commands or words, or conduct by an officer that would result in a reasonable person believing he/she is not free to leave or otherwise disregard the officer.

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The information required to be collected on each stop and reported to the Department of Justice (DOJ) includes information about the stop itself, the person stopped, and the officer making the stop. Specifically, the officer must report the following:

1. Date, time, and duration of stop
2. Location of stop
3. Reason for stop
4. Whether the stop was in response to a call for service (yes/no answer)
5. Actions taken by officer during the stop (e.g., curbside detention, handcuffed or flex cuffed, firearm pointed at person, firearm discharged or used, searched, etc. For searches, the officer must report whether the officer asked for consent to search the person or person's property, and whether consent was given).
6. Contraband or evidence discovered, if any
7. Property seized, if any
8. Result of stop (e.g., warning, citation for infraction, custodial arrest, etc.)

With respect to the person stopped, the officer must report his/her own perception, based upon personal observation only (and not through any other means, such as asking the person or referring to identification), regarding the following:

1. Perceived race or ethnicity of the person stopped
2. Perceived age of the person stopped
3. Perceived gender of the person stopped
4. Whether the person stopped is perceived to be lesbian, gay, bisexual or transgender
5. Whether the person stopped is perceived to have limited or no English fluency
6. Whether the person stopped is perceived or known to have a disability

With respect to the officer making the stop, the officer must report:

1. Years of experience
2. Type of assignment during the stop (e.g., patrol, traffic enforcement, field operations, narcotics/vice, investigative/detective, etc.)
3. An identification number assigned by DOJ to each officer which enables the State to analyze the stops made by the officer while protecting his/her identity. The Department is required to maintain a log of each officer and his/her identification number.

Access to the DOJ PORTAL for Stop Data Collection System:

1. A secured internet connection is required to access the DOJ PORTAL. Therefore, only Department MDT's or Department computer desktop shall be used to access this application.

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- a. A link to the DOJ PORTAL is located on the HOME page of the Intranet as well as the MDT.
2. The officer must log-in to the DOJ PORTAL using their assigned DOJ log-in name and personal password.

Completing the Stop Data Collection System:

1. The officer will select from an extensive list of responses for each of the categories of information, using check boxes to ensure the data collected is uniform for all agencies.
2. When providing the reason for the stop and basis for the search (if one is conducted), the officer will be required to complete an explanatory field of no more than 250 characters to explain the reason for the stop. The regulations require the explanation include additional detail beyond the general check boxes selected. No personal identifying information for any parties should be included in this narrative.

All reporting to DOJ on the DOJ PORTAL shall be completed by officers before the end of shift.

Special Circumstances and Settings:

AB 953 specifies various settings in which, for practical or public safety reasons, officers will not be required to report stops, or will only be required to report stops if the officer takes certain additional actions after stopping the person.

1. Not reportable: Stops made during public safety mass evacuations, active shooter events, and as the result of routine security screenings required of all people to enter a building or special event, do not need to be reported. Stops made of a person at their residence who is the subject of a warrant, search condition, home detention, or house arrest are not required to be reported.
2. Reporting for stops of passengers in a vehicle: Stops of passengers in a vehicle are only required to be reported if the officer engages in any of the actions with the passenger that are identified in the stop data category "Actions Taken," except for "vehicle impounds" and "none." For example, if an officer stops a vehicle with a passenger in the car, the officer is required to report a stop on a passenger if the officer does the following: handcuffed or flex cuffed the passenger, asked for consent to search the passenger, curb sat the passenger, removed the passenger from the vehicle by order, etc.
3. Reportable if officer takes any action under "Actions taken" during stop: Stops that take place in the following settings are only reportable if an officer takes any of the actions, excluding "none," provided under the category of information entitled "Actions taken" and the person is detained based upon individualized suspicion or personal characteristics: (1) traffic control; (2) crowd control; (3) interactions in which people are detained at a residence so an officer can verify proof of age for

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purposes of underage drinking; and (4) checkpoints or road blocks in which all people are being detained or people are being detained based on a neutral formula (e.g., a DUI sobriety checkpoint, where all vehicles are stopped or stops randomly selected vehicles using a neutral formula and not based on individualized suspicion or personal characteristics).

4. Reportable if officer takes specific actions under “Actions taken” during stop: When officers are executing warrants or search conditions, or are on home detention or house arrest assignments, they shall only report stops of people in the home who are not the subject of the warrant, etc., whom the officer takes action against. The following are examples of actions taken by the officer that require reporting: handcuffing or flex cuffing, making an arrest, pointing a firearm at the person, discharging or using a firearm, using an electronic control device, using an impact projectile, using a baton or other impact weapon, using chemical spray on the person, using a canine to bite/hold the person, etc.
5. Stops of students in a K-12 public school are subject to different reporting requirements: In a K-12 public school, only the following interactions with students are subject to stop data reporting requirements: (1) an interaction resulting in temporary custody, citation, arrest, permanent seizure of property as evidence of a criminal offense, or referral to a school administrator because of suspected criminal activity; (2) an interaction in which a student is questioned to investigate whether he/she committed any violation of law, including offenses listed under Education Code sections 48900, 4800.2, 4800.3, 4800.4, and 4800.7, or to determine whether the student is a truant; and (3) any interaction in which an officer takes any of the actions provided under the category of information entitled “Actions taken,” excluding “none” and searches applied using a neutral formula.

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# Memorandum

**TO: ALL DEPARTMENT PERSONNEL**      **FROM:** Edgardo Garcia  
Chief of Police

**SUBJECT: DUTY MANUAL ADDITION:**      **DATE:** December 5, 2018  
**L 5109 - DOCUMENTING**  
**DETENTIONS PURSUANT TO THE**  
**RACIAL AND IDENTITY**  
**PROFILING ACT OF**  
**2015 (ASSEMBLY BILL 953)**

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Memo # 2018-026

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## **BACKGROUND**

The Racial and Identity Profiling Act of 2015 (AB 953), passed by the California Legislature, requires the reporting of detailed data regarding all stops, which AB 953 defines as a detention or search, including a consensual search, to the California Department of Justice. The San Jose Police Department will be required to start collecting and reporting this data beginning **January 1, 2019**.

As part of AB 953, the Racial and Identity Profiling Advisory (RIPA) Board was formed in July 2016 with the stated purpose of *“eliminating racial and identity profiling, and improving diversity and racial and identity sensitivity in law enforcement.”* The RIPA Board, which is comprised of a diverse group of individuals from various sectors (law enforcement, civil and human rights, and academia), aims to improve law enforcement-community relations in California through collaboration, transparency, and accountability.

Duty Manual Section L 5109 DOCUMENTING DETENTIONS PURSUANT TO THE RACIAL AND IDENTITY PROFILING ACT OF 2015 (AB 953) has been created to ensure the Department complies with AB 953. This section is in addition to L 5108, which requires Department members to document detentions during self-initiated pedestrian and/or vehicle stops using our own CAD system.

## **ANALYSIS**

Changes have been made to the San Jose Police Department’s Duty Manual to include documenting detentions pursuant to **AB 953**. Additions are shown in italics and underlined.

December 5, 2018

**L 5109**      **DOCUMENTING DETENTIONS PURSUANT TO THE RACIAL AND IDENTITY PROFILING ACT OF 2015 (AB 953)**

Added 12-5-18

AB 953 requires ALL California law enforcement agencies to collect and report to the California Attorney General detailed data regarding all stops, which AB 953 defines as a detention or search, including a consensual search.

A “**Stop**” under AB 953 is a detention, by a peace officer, of a person, or any peace officer interaction with a person in which the peace officer conducts a search, including a consensual search, of the person’s body or property in the person’s possession or control. In addition to vehicle and pedestrian stops, this includes **all calls for service** resulting in a detention.

A “**detention**” under AB 953 means a seizure of a person by an officer that results from physical restraint, unequivocal verbal commands or words, or conduct by an officer that would result in a reasonable person believing he/she is not free to leave or otherwise disregard the officer.

The information required to be collected on each stop and reported to the Department of Justice (DOJ) includes information about the stop itself, the person stopped, and the officer making the stop. Specifically, the officer must report the following:

1. Date, time, and duration of stop
2. Location of stop
3. Reason for stop
4. Whether the stop was in response to a call for service (yes/no answer)
5. Actions taken by officer during the stop (e.g., curbside detention, handcuffed or flex cuffed, firearm pointed at person, firearm discharged or used, searched, etc. For searches, the officer must report whether the officer asked for consent to search the person or person’s property, and whether consent was given).
6. Contraband or evidence discovered, if any
7. Property seized, if any
8. Result of stop (e.g., warning, citation for infraction, custodial arrest, etc.)

With respect to the person stopped, the officer must report his/her own perception, based upon **personal observation only** (and not through any other means, such as asking the person or referring to identification), regarding the following:

1. Perceived race or ethnicity of the person stopped
2. Perceived age of the person stopped
3. Perceived gender of the person stopped

**ALL DEPARTMENT PERSONNEL**

**SUBJECT: DUTY MANUAL ADDITION: L 5109 - DOCUMENTING DETENTIONS PURSUANT TO THE RACIAL AND IDENTITY PROFILING ACT OF 2015 (ASSEMBLY BILL 953)**

December 5, 2018

4. Whether the person stopped is perceived to be lesbian, gay, bisexual or transgender
5. Whether the person stopped is perceived to have limited or no English fluency
6. Whether the person stopped is perceived or known to have a disability

With respect to the officer making the stop, the officer must report:

1. Years of experience
2. Type of assignment during the stop (e.g., patrol, traffic enforcement, field operations, narcotics/vice, investigative/detective, etc.)
3. An identification number assigned by DOJ to each officer which enables the State to analyze the stops made by the officer while protecting his/her identity. The Department is required to maintain a log of each officer and his/her identification number.

Access to the DOJ PORTAL for Stop Data Collection System:

1. A secured internet connection is required to access the DOJ PORTAL. Therefore, **only** Department MDT's or Department computer desktop shall be used to access this application.
  - a. A link to the DOJ PORTAL is located on the HOME page of the Intranet as well as the MDT.
2. The officer must log-in to the DOJ PORTAL using their assigned DOJ log-in name and personal password.

Completing the Stop Data Collection System:

1. The officer will select from an extensive list of responses for each of the categories of information, using check boxes to ensure the data collected is uniform for all agencies.
2. When providing the reason for the stop and basis for the search (if one is conducted), the officer will be required to complete an explanatory field of no more than 250 characters to explain the reason for the stop. The regulations require the explanation include additional detail beyond the general check boxes selected. No personal identifying information for any parties should be included in this narrative.

All reporting to DOJ on the DOJ PORTAL **shall** be completed by officers before the end of shift.

Special Circumstances and Settings:

AB 953 specifies various settings in which, for practical or public safety reasons, officers will **not be required** to report stops, or will **only be required to report stops if the officer takes certain additional actions** after stopping the person.

ALL DEPARTMENT PERSONNEL

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1. **Not reportable:** Stops made during public safety mass evacuations, active shooter events, and as the result of routine security screenings required of all people to enter a building or special event, do not need to be reported. Stops made of a person at their residence who is the subject of a warrant, search condition, home detention, or house arrest are not required to be reported.
2. **Reporting for stops of passengers in a vehicle:** Stops of passengers in a vehicle are only required to be reported if the officer engages in any of the actions with the passenger that are identified in the stop data category "Actions Taken," except for "vehicle impounds" and "none." For example, if an officer stops a vehicle with a passenger in the car, the officer is required to report a stop on a passenger if the officer does the following: handcuffed or flex cuffed the passenger, asked for consent to search the passenger, curb sat the passenger, removed the passenger from the vehicle by order, etc.
3. **Reportable if officer takes any action under "Actions taken" during stop:** Stops that take place in the following settings are only reportable if an officer takes any of the actions, excluding "none," provided under the category of information entitled "Actions taken" and the person is detained based upon individualized suspicion or personal characteristics: (1) traffic control; (2) crowd control; (3) interactions in which people are detained at a residence so an officer can verify proof of age for purposes of underage drinking; and (4) checkpoints or road blocks in which all people are being detained or people are being detained based on a neutral formula (e.g., a DUI sobriety checkpoint, where all vehicles are stopped or stops randomly selected vehicles using a neutral formula and not based on individualized suspicion or personal characteristics).
4. **Reportable if officer takes specific actions under "Actions taken" during stop:** When officers are executing warrants or search conditions, or are on home detention or house arrest assignments, they shall only report stops of people in the home who are not the subject of the warrant, etc., whom the officer takes action against. The following are examples of actions taken by the officer that require reporting: handcuffing or flex cuffing, making an arrest, pointing a firearm at the person, discharging or using a firearm, using an electronic control device, using an impact projectile, using a baton or other impact weapon, using chemical spray on the person, using a canine to bite/hold the person, etc.
5. **Stops of students in a K-12 public school are subject to different reporting requirements:** In a K-12 public school, only the following interactions with students are subject to stop data reporting requirements: (1) an interaction resulting in temporary custody, citation, arrest, permanent seizure of property as evidence of a criminal offense, or referral to a school administrator because of suspected criminal activity; (2) an interaction in which a student is questioned to investigate whether

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he/she committed any violation of law, including offenses listed under Education Code sections 48900, 4800.2, 4800.3, 4800.4, and 4800.7, or to determine whether the student is a truant; and (3) any interaction in which an officer takes any of the actions provided under the category of information entitled "Actions taken," excluding "none" and searches applied using a neutral formula.

**ORDER**

Effective January 1, 2019, all sworn personnel will adhere to Duty Manual Addition L 5109, Documenting Detentions Pursuant to the Racial and Identity Profiling Act of 2015.



Edgardo Garcia  
Chief of Police

**Attachment:** Template for the Racial and Identity Profiling Act Stop Data Regulations (California Department of Justice)

EG:MHK:MB:GT



ALL DEPARTMENT PERSONNEL

SUBJECT: DUTY MANUAL ADDITION: L 5109 - DOCUMENTING DETENTIONS PURSUANT TO THE RACIAL AND IDENTITY PROFILING ACT OF 2015 (ASSEMBLY BILL 953)

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Attachment



STATE OF CALIFORNIA  
DEPARTMENT OF JUSTICE

DOJ Portal  
SJPDTest Officer1

Select an application from the menu below:

Stop Data Collection System

Identity Management

LOGOUT

10/12/18

**ALL DEPARTMENT PERSONNEL**

**SUBJECT: DUTY MANUAL ADDITION: L 5109 - DOCUMENTING DETENTIONS PURSUANT TO THE RACIAL AND IDENTITY PROFILING ACT OF 2015 (ASSEMBLY BILL 953)**

December 5, 2018

 **Stop Data Collection System** Night Mode CA DOJ Change Password

[Home](#)

**User Information**

ORI: CA0349400  
UID: TEST65493  
Current user default role: Officer  
Select user role:    
Default to selected role:  Yes

**Features**

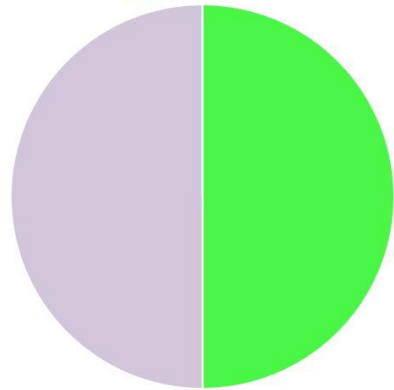
- [Search for Stop Record](#)
- [Search DOJ CJIS Offense Codes](#)
- [Search K-12 School Codes](#)
- [Search CA cities](#)
- [Deadzone Management](#)
- [Officer Account Settings](#)

**Latest Incomplete Stop Records**

DOJ Record ID	Date of Stop	Start Time of Stop	Record Status	Agency ORI
U349418263554FC C01CC	09/20/2018	01:00	In Progress	CA0349400
U349418267F93180 8ABA	09/24/2018	04:00	Ready for Submission	CA0349400

**Last 7 Days Records**

- In-progress
- Pending Review
- Returned for Edits
- Re-Submitted to Reviewer
- Completed - Successful Submission
- Submitted with Errors/Incomplete
- NFIA
- Deleted
- Ready for Submission



**ALL DEPARTMENT PERSONNEL**  
**SUBJECT: DUTY MANUAL ADDITION: L 5109 - DOCUMENTING DETENTIONS PURSUANT TO THE RACIAL AND IDENTITY PROFILING ACT OF 2015 (ASSEMBLY BILL 953)**  
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 **Stop Data Collection System** Night Mode CA DOJ

Home » Stop Data

**Initial Stop** | Location | Person Data | Reason for Stop | Actions Taken | Contraband / Evidence | Result of Stop | Summary

Officer Information:

Agency ORI: \* CA0349400 ?

Officer Unique ID: \* TEST65493 ?

Years of Experience: \* 5 ?

Type of Assignment: \* Patrol, traffic enforcement, field operations ?

New Stop:

Date of Stop: \* mm/dd/yyyy ?

Time of Stop: \* hh:mm ?

Duration of Stop: \* Please enter the duration in minutes ?

Stop Made in Response to a Call for Service? \*  Yes  No ?

select yes if stop was made in response to call for service, radio call or dispatch

[Save & Continue](#)

 **Stop Data Collection System** Night Mode CA DOJ Change Password

Home » Stop Data

U349418285353234A4BF In Progress

**Initial Stop** | Location | Person Data | Reason for Stop | Actions Taken | Contraband / Evidence | Result of Stop | Summary

Location of Stop: \* (150 character max) ?

Please enter the Location as one of the following (listed in order of preference): block number and street name; closest intersection; or highway and highway exit. If none of these are available, then enter a road marker, landmark, or other description

City: \* ?

Stop Location is a K-12 Public School:  Yes ?

[Save & Continue](#)

**ALL DEPARTMENT PERSONNEL**  
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**RACIAL AND IDENTITY PROFILING ACT OF 2015 (ASSEMBLY BILL 953)**  
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Home » Stop Data



Person - 1

U349418285353234A4BF In Progress

[Initial Stop](#) [Location](#) [Person Data](#) [Reason for Stop](#) [Actions Taken](#) [Contraband / Evidence](#) [Result of Stop](#) [Summary](#)

If multiple people were stopped during this incident, please complete the entry for this individual, and then click the "Add Additional Person" button on the summary page.

**Perceived Race or Ethnicity:** \*  select all that apply

- Asian 
- Black/African American 
- Hispanic/Latino(a) 
- Middle Eastern or South Asian 
- Native American 
- Pacific Islander 
- White 

**Perceived Gender:** \* 

- Male 
  - Female 
  - Transgender man/boy 
  - Transgender woman/girl 
  - Gender nonconforming 
- (Can be selected alone or with one other value)

**Perceived Age:** \* 

**Perceived to be LGBT?:** \* 

- Yes  No

**Person Stopped had Limited or No English Fluency:** \* 

- Yes  No

**Perceived or Known Disability:** \*  select all that apply

- Deafness or difficulty hearing
- Speech impairment or limited use of language
- Blind or limited vision
- Mental health condition
- Intellectual or developmental disability, including dementia
- Other disability
- None

Save & Continue

Home » Stop Data

Person - 1

U349418285353234A4BF In Progress

[Initial Stop](#) [Location](#) [Person Data](#) [Reason for Stop](#) [Actions Taken](#) [Contraband / Evidence](#) [Result of Stop](#) [Summary](#)

**Reason for Stop:** \*  

**Reason for Stop - Explanation:** \* (250 character max)

Save & Continue


**ALL DEPARTMENT PERSONNEL**  
**SUBJECT: DUTY MANUAL ADDITION: L 5109 - DOCUMENTING DETENTIONS PURSUANT TO THE**  
**RACIAL AND IDENTITY PROFILING ACT OF 2015 (ASSEMBLY BILL 953)**  
December 5, 2018

Home » Stop Data

Person - 1

U349418285353234A4BF In Progress

Initial Stop Location Person Data Reason for Stop **Actions Taken** Contraband / Evidence Result of Stop Summary

- Actions Taken:** \*  select all that apply
- Person removed from vehicle by order
  - Person removed from vehicle by physical contact
  - Field sobriety test conducted
  - Curbside detention
  - Handcuffed or flex cuffed
  - Patrol car detention
  - Canine removed from vehicle or used to search
  - Firearm pointed at person
  - Firearm discharged or used
  - Electronic control device
  - Impact projectile discharged or used
  - Canine bit or held person
  - Baton or other impact weapon used
  - Chemical spray used
  - Other physical or vehicle contact
  - Person photographed
  - Asked for consent to search person
  - Search of person was conducted
  - Asked for consent to search property
  - Search of property was conducted
  - Property was seized
  - Vehicle impounded
  - None


Save & Continue

Home » Stop Data

Person - 1

U349418285353234A4BF In Progress

Initial Stop Location Person Data Reason for Stop **Actions Taken** **Basis for Search** Contraband / Evidence Result of Stop Summary

- Basis for Search:** \*  select all that apply
- Consent given
  - Officer safety/safety of others
  - Search warrant
  - Condition of parole/probation/PRCS/mandatory supervision
  - Suspected weapons
  - Visible contraband
  - Odor of contraband
  - Canine detection
  - Evidence of crime
  - Incident to arrest
  - Exigent circumstances/emergency

**Basis for Search Explanation/Narrative:** \* (250 character max) 

Please do not include any personal identifying information

Save & Continue

**ALL DEPARTMENT PERSONNEL**  
**SUBJECT: DUTY MANUAL ADDITION: L 5109 - DOCUMENTING DETENTIONS PURSUANT TO THE**  
**RACIAL AND IDENTITY PROFILING ACT OF 2015 (ASSEMBLY BILL 953)**  
December 5, 2018

Home » Stop Data

**Person - 1**

U349418285353234A4BF In Progress

[Initial Stop](#) [Location](#) [Person Data](#) [Reason for Stop](#) [Actions Taken](#) [Basis for Search](#) [Contraband / Evidence](#) [Result of Stop](#) [Summary](#)

**Contraband or Evidence Discovered, If Any:** \* select all that apply

Please enter any contraband or evidence discovered, including any in plain view or as a result of a search.

- None
- Firearm(s)
- Ammunition
- Weapon(s) other than a firearm
- Drugs/narcotics
- Alcohol
- Money
- Drug paraphernalia
- Suspected stolen property
- Cell phone(s) or electronic device(s)
- Other contraband or evidence

[Save & Continue](#)

Home » Stop Data

**Person - 1**

U349418285353234A4BF In Progress

[Initial Stop](#) [Location](#) [Person Data](#) [Reason for Stop](#) [Actions Taken](#) [Basis for Search](#) [Contraband / Evidence](#) [Result of Stop](#) [Summary](#)

**Result of Stop:** \* select all that apply

- No action
- Warning (verbal or written)
- Citation for infraction
- In-field cite and release
- Custodial arrest pursuant to outstanding warrant
- Custodial arrest without warrant
- Field interview card completed
- Noncriminal transport or caretaking transport (including transport by officer, ambulance or other agency)
- Contacted parent/legal guardian or other person responsible for the minor
- Psychiatric hold (W&I Code 5150 or 5585.20)
- Contacted U.S. Department of Homeland Security (e.g., ICE or CBP)

[Save & Continue](#)

**ALL DEPARTMENT PERSONNEL**

**SUBJECT: DUTY MANUAL ADDITION: L 5109 - DOCUMENTING DETENTIONS PURSUANT TO THE RACIAL AND IDENTITY PROFILING ACT OF 2015 (ASSEMBLY BILL 953)**

December 5, 2018



## Stop Data Collection System

Home » Stop Data

### Person - 1

U349418285353234A4BF Ready for Submission

Initial Stop   Location   Person Data   Reason for Stop   Actions Taken   Basis for Search   Contraband / Evidence   Result of Stop   Summary

Ready for Submission

Submit to DOJ

Delete Record

## **F.2.1 San Diego Police Department**



**9.28 DEPARTMENT REPORTS POLICY**

Members shall submit all necessary reports on time and in accordance with established Department Procedures. Reports submitted by members shall be truthful and no member shall knowingly enter, or cause to be entered, any inaccurate, false or improper information.

**9.29 TRUTHFULNESS POLICY**

Members shall be truthful in all matters relating to their duties.

Upon the order of a superior, or any officer appointed by the Chief of Police to conduct internal investigations, and in accordance with Constitutional and contractual guarantees, including a right to representation, members shall truthfully answer all questions specifically directed and narrowly related to their scope of employment and operations of the Department.

**9.30 MEDICAL EXAMINATIONS, PHOTOGRAPHS, AND LINEUPS POLICY**

Upon the order of the Chief of Police or his designee, and in accordance with Constitutional and contractual guarantees, officers shall submit to any psychological, medical, ballistics, chemical or other tests, photographs or lineups that are specifically directed and narrowly related to a particular internal investigation being conducted by the Department.

**9.31 NON-BIAS BASED POLICING POLICY (Revised 02/19/20)**

The Department does not tolerate bias based policing and requires all members to adhere to courtesy expectations described in Department Policy 9.20. Bias-based policing occurs when law enforcement inappropriately considers factors such as race, color, ethnicity, religion, national origin, age, disability, gender (to include gender identity and gender expression), lifestyle, sexual orientation, or similar personal characteristics in deciding with whom and how to intervene in an enforcement capacity.

The Department's commitment to non-bias based policing includes providing all members with ongoing training related to biases, including implicit, overt, and bias by proxy, and all members are expected to understand their negative impacts on policing.

Non-bias based policing requires officers conducting investigative detentions, traffic stops, arrests, searches, and seizures to comply with standards of reasonable suspicion and probable cause in accordance with United States and California constitutional standards and Department procedures. Officers shall clearly document the specific facts and circumstances they relied upon in performing these actions.

This documentation shall, in part, be completed by officers as required by the Racial and Identity Profiling Act of 2015, which requires data collection related to stops, as well as explanatory narratives for the stop and any subsequent searches. Inspections, as detailed by Department policies, procedures, and training bulletins, shall be conducted by supervisors to review stop data collection compliance. The review of digital evidence from body-worn cameras will be guided by Department Procedure 1.49. If deficiencies are found, supervisors shall take appropriate action. The Department will conduct regular internal reviews of stop data collected, and work collaboratively with external experts to identify trends, unexplained disparities, and to develop changes to Department operations as necessary to maintain equity in policing.

Members shall not base any enforcement action, in whole or in part, on race, color, ethnicity, religion, national origin, age, disability, gender (to include gender identity and gender expression), lifestyle, sexual orientation, or similar personal characteristics, while conducting any law enforcement activity, including stops and detentions, except when engaging in the investigation of appropriate suspect-specific activity to identify a particular person or group. Members seeking one or more specific persons who have been identified or described in part by their race, color, ethnicity, religion, national origin, age, disability, gender identity, gender expression, or sexual orientation may rely, in part, on the specified identifier or description only in combination with other appropriate identifying factors and may not give the specified identifier or description undue weight.

Every effort shall be made by all members to prevent and report instances of discrimination or bias by fellow members using established Department complaint procedures. Those who engage in, ignore, or condone discrimination or bias shall be subject to discipline in accordance with all applicable statutes, regulations, and Department procedures. Members reporting instances of discrimination shall not be retaliated against.

This policy shall be readily available online, and upon request at all Front Counters.

### **9.32 CONFLICT OF INTEREST POLICY**

A Department member who, in his or her official capacity, becomes involved in any incident or investigation where a potential conflict of interest exists shall immediately inform his or her supervisor of such involvement. The decision as to whether the member may continue to be involved with the incident or investigation will be at the discretion of the member's supervisor or another ranking member of the Department.

**San Diego Police Department**

**TRAINING BULLETIN**

A PUBLICATION OF THE SAN DIEGO POLICE DEPARTMENT

DAVID NISLEIT  
CHIEF OF POLICE

19-03

JANUARY 28, 2019

**AUDITING RIPA DATA COLLECTED BY DEPARTMENT MEMBERS**

**I. PURPOSE**

To ensure compliance with the Racial and Identity Profiling Act, supervisors and command staff will systematically audit collected data and document their findings through the inspection and Quarterly Management Report (QMR) process. This will be accomplished by verifying officers are completing RIPA entries, journalizing them, and properly documenting information in their arrest and detention reports.

**II. BACKGROUND:**

Effective July 1, 2018, the Racial and Identity Profiling Act of 2015, otherwise known as “RIPA” or AB 953, required all sworn members of the Department to collect data mandated under the law’s provisions.

Department Orders 18-16, 18-25, and 18-27 were sent to all personnel to ensure compliance with this statute. Additionally, all Department Procedures associated with RIPA were updated with the law’s requirements and disseminated. Contained within those directions was an advisement that personnel should access the Department’s digital resource library and review the AB 953 - RIPA file to meet expectations.

**III. INSPECTIONS:**

**1. MONTHLY INSPECTIONS:**

Effective immediately, each Commanding Officer will have their sergeants audit the RIPA entries for two (2) members of their squad on a rotating basis monthly and at least twice annually. They will include the information listed below in the note section of their monthly inspections in the format shown.

- a. Sergeants will review the selected officers' daily journals to determine if the journals are being fully completed and RIPA entries are being properly documented on the journal.
- b. The officers' activities for two (2) shifts per month will be analyzed to confirm their arrests, citations and field interviews were accompanied by required RIPA entries.
- c. Two (2) arrest or detention reports completed by the selected officers will be inspected to verify RIPA information documented in Department Order 18-25 was included in the narrative.
- d. Discrepancies must be noted by the sergeant, addressed with the officers inspected, and the next level supervisor should be verbally briefed on missing documentation to determine if ongoing issues are present that need additional corrective action.
- e. Documented contacts (arrests, citations and field interviews) are not always immediately available in ARJIS, at times with delays as long as several weeks. For this reason, a December inspection would utilize data collected from October.

Example Format – Inspection Notes Section:

Officer John Doe #1111

<b>Journals Complete</b>	<b>Dates</b>	<b>Activities Audited</b>	<b>Reports Reviewed</b>	<b>Discrepancies Noted/ Addressed</b>
Yes/No		10/1/18	18-xxxxxx	Yes/No
		10/2/18	18-xxxxxx	

If these categories are not applicable to the selected officer, document with N/A and provide a brief explanation.

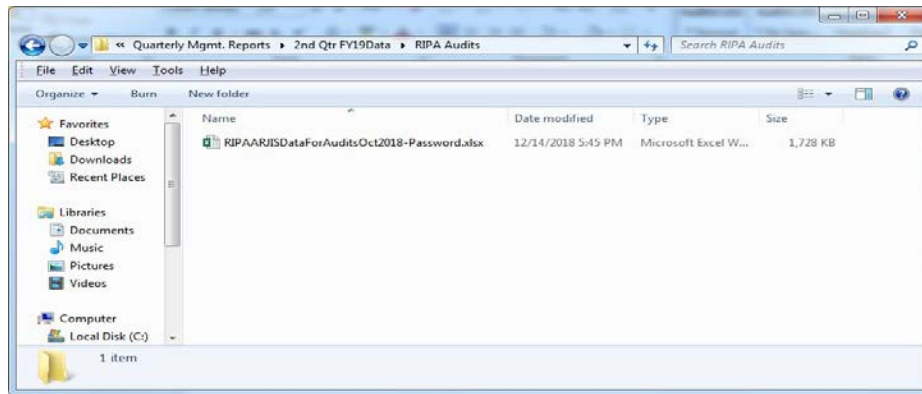
- f. Commanding Officers will be notified if audits conducted by Data Systems requires an additional review of their personnel's RIPA entries.

2. QUARTERLY MANAGEMENT REPORTS:

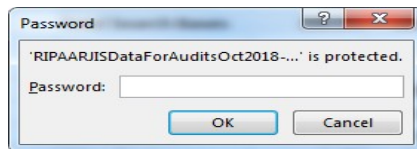
Monthly inspections that indicate discrepancies were noted by supervisors while reviewing RIPA information will be explained in the QMR for the command. A brief description about how the discrepancies were addressed shall be documented under the additional audit section of the QMR.

#### IV. VERIFYING RIPA ENTRIES

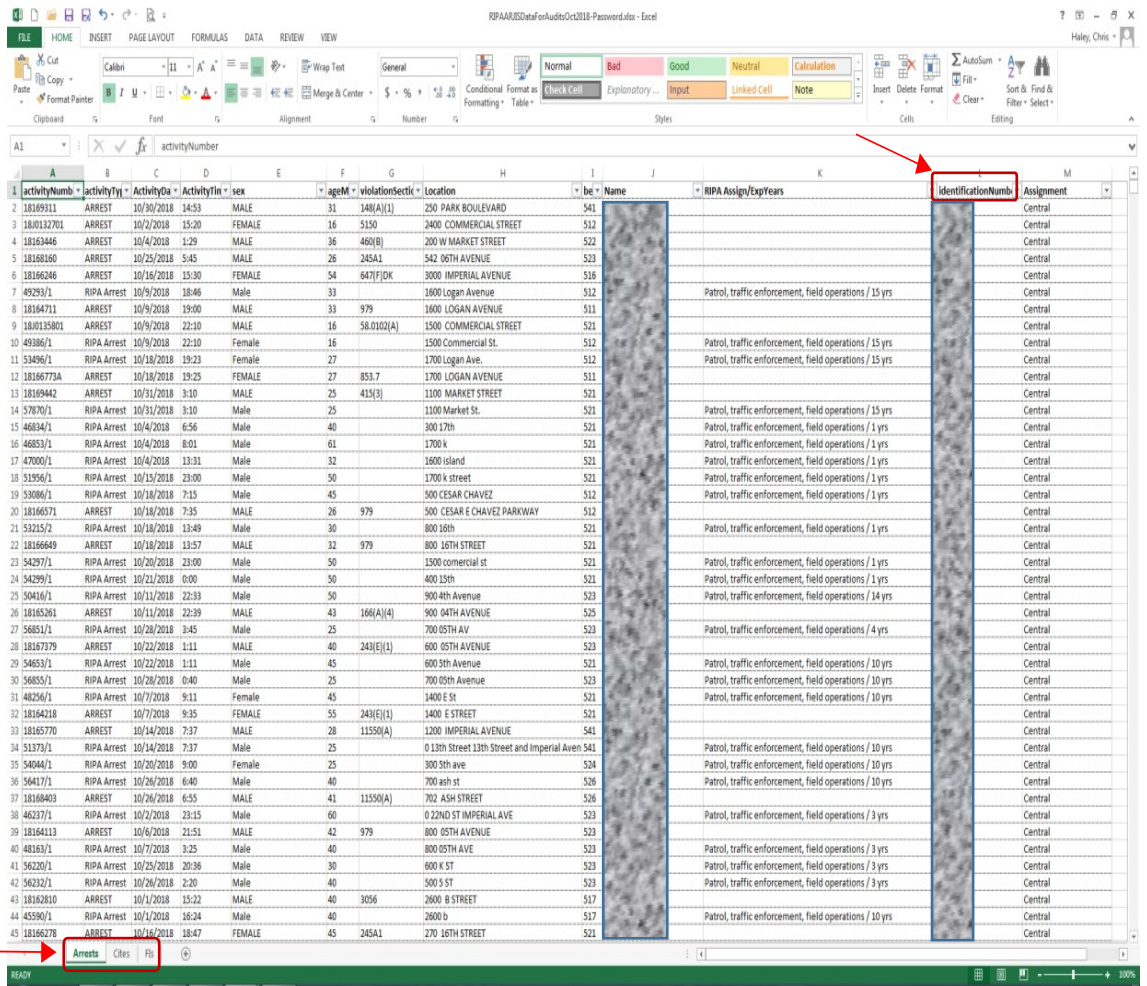
1. RIPA contacts made by officers that resulted in an arrest, citation or field interview, as well as their ARJIS documented contacts for arrests, citations and field interviews, are compiled in excel sheets located in the Quarterly Management Reports area under the RIPA Audits folder in the F drive.
2. For example, October 2018 can be found at:  
F:\Quarterly Mgmt. Reports\2nd Qtr FY19Data\RIPA Audits



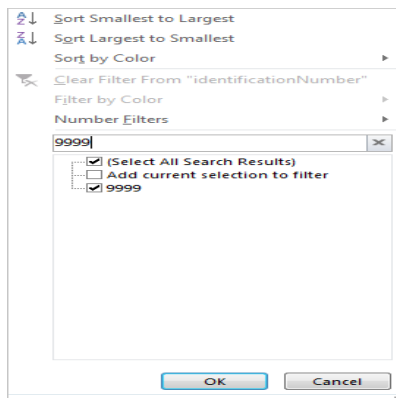
3. The Excel workbook is protected. Contact Program Manager, Chris Haley, for access.



- The Excel workbook has three tabs of information located at the bottom of the application for arrests, citations and field interviews. Each tab contains relevant RIPA entries and ARJIS data for that type of activity.



- To review data for a specific officer, click on the down arrow next to “IdentificationNumber” (column L), and enter the officer’s ID number to filter or narrow the data field.

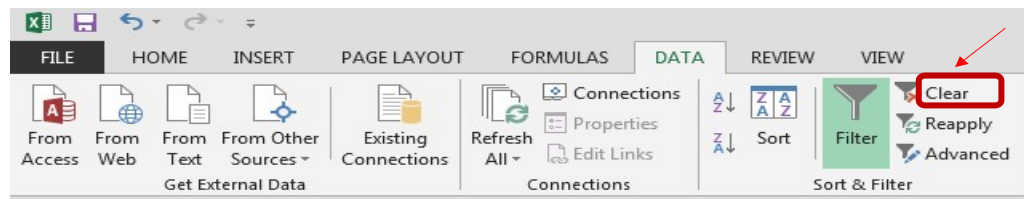


- When a filter is utilized with an officer's ID number on the *Arrests* tab, the results show **ARREST** reports from ARJIS and **RIPA Arrest** entries. Look for possible discrepancies by comparing the data by dates, times and locations. In most cases, there should be a one-to-one match between ARJIS arrests and RIPA arrests.

The following example in red highlights arrests from ARJIS and RIPA that are likely associated. In this example, there appear to be 6 ARJIS arrests that do not have a corresponding RIPA arrest and 1 RIPA arrest that does not have a corresponding ARJIS arrest. Further research to determine the cause of the possible mismatches should be completed under this scenario.

	A	B	C	D	E	F	G	H	I
	activityNumb	activityTy	ActivityDa	ActivityTin	sex	ageM	violationSecti	Location	be
1892	18163125	ARREST	10/2/2018	20:30	MALE	69	979	1500 K STREET	521 C
1893	18163571	ARREST	10/4/2018	16:10	MALE	21	21510(B)	100 06TH AVENUE	521 C
1894	18164477	ARREST	10/8/2018	17:20	MALE	26	11364.1(A)	100 06TH AVENUE	521 C
1895	18166446	ARREST	10/17/2018	16:45	MALE	24	11377(A)	100 S 17TH STREET	511 C
1896	52859/1	RIPA Arrest	10/17/2018	21:24	Male	27		100 s 17th street	511 d
1897	18167580	ARREST	10/22/2018	21:29	MALE	36	979	1500 10TH AVENUE	526 C
1898	18167772	ARREST	10/23/2018	16:55	MALE	55	3056	1400 10TH AVENUE	526 C
1899	18168051A	ARREST	10/24/2018	17:25	MALE	35	11377(A)	1200 11TH AVENUE	524 C
1900	56863/1	RIPA Arrest	10/27/2018	23:15	Male	28		600 5th Avenue	523 d

- To clear the officer ID filter so that a different officer can be audited, go to the *Data* menu then click on the *Clear* button located next to the highlighted filter button.

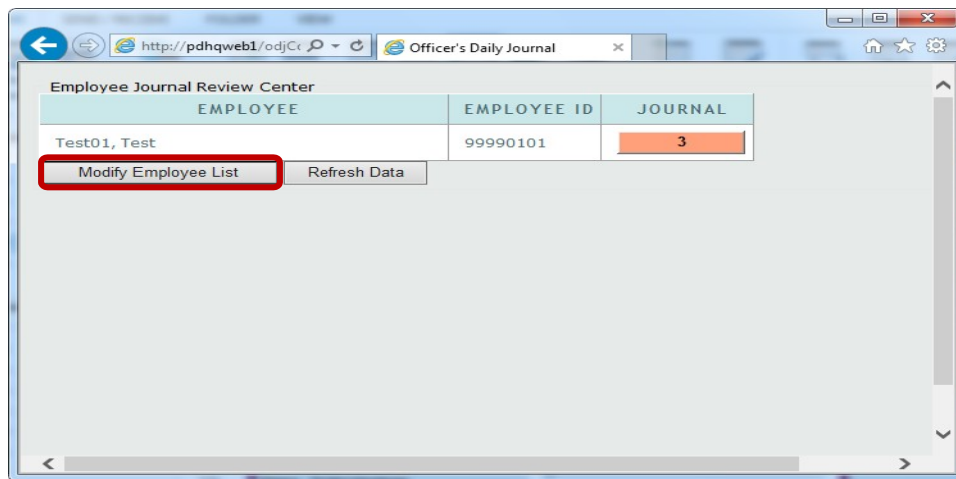


## V. VERIFYING JOURNAL ENTRIES

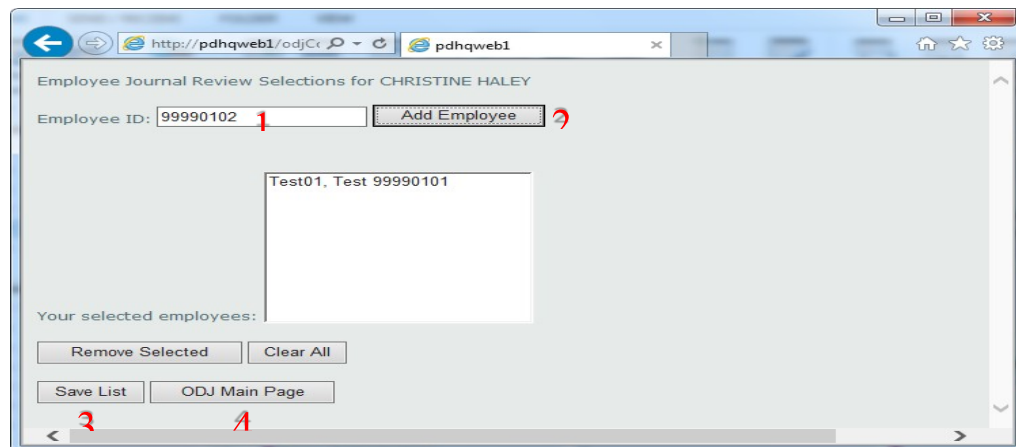
1. Supervisors will compare RIPA documentation and ARJIS activity from the Excel workbook with Officer Daily Journals (ODJ) to ensure officers are properly journalizing their activity and documenting their completion of a RIPA entry.

Journals can be found via the Department's Intranet site, by selecting *Officer Daily Journal* from the *SDPD Applications* menu.

2. In order to review journals for an officer, supervisors must make sure their squad members are current by checking the Employee Journal Review Center page of the ODJ application. To add or delete an officer, Select - *Modify Employee List* button.



3. Enter the employee ID of the officer journal you wish to review and click *Add Employee* button. When finished, click the *Save List* button, then the *ODJ Main Page* button.

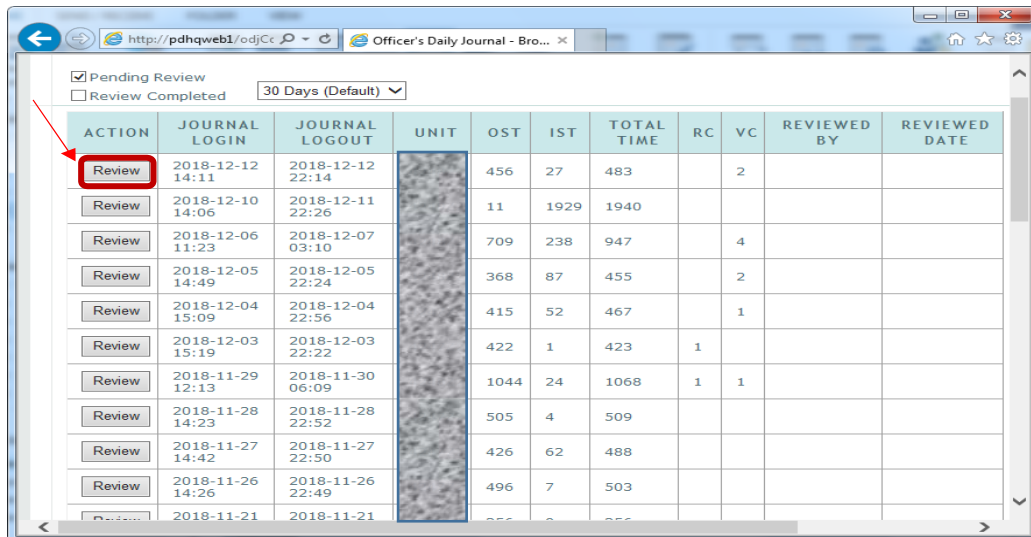




- To review journals for an officer, select the orange button in the *Journal* column of the grid that corresponds to the officer.



- To review a specific journal, click the *Review* button next to the journal date you want to review.



6. Items to note in the *Journal Summary* section of the report include the *RIPA Stops* counter, *BWC* counter and individual counters for activities logged.

The screenshot shows a web browser window titled "Officer Daily Journal - Journ...". The address bar shows "http://pdhqweb1/odjCc". The main content area is divided into two sections:

**Journal Summary** (highlighted with a red border):

OST: 459	IST: 2	Total Mins: 461	Calls/Outs: 3	Other/Outs: 1	Vehicle#: 3777	RIPA Stops: 0
					Mileage: - 54030	BWC: 0
FI:1		MAR:1		NCT:3		

**Journal Details**

START	END	OST	TYPE	INCIDENT #	LOCATION	EVENT DESCRIPTION	DIS
1434			LN				
1434			UC				
1444			DC				
1444			DC				
1444			DC				
1444			DC				
1444			UC				
1516			UC				
1525			UC		1400 2ND		

7. Specific entries can be reviewed in the *Journal Details* section of the report. In the example below, the officer correctly journalized a misdemeanor arrest, but did not indicate whether a RIPA entry was made or BWC captured. In the MPS journal process, officers should toggle to select either *yes* or *no* for RIPA and BWC on each contact. If no value is shown in the ODJ report (as seen in this example that lacks a *yes/no*), the officer did not select a value for the required item.

Time	Location	Officer	Notes
1712	BROADWAY SD: @HQ	1016	
1825		1016	
1825	1173 FRONT ST SD: @CENTRAL JAIL	1016	
1850		1016	
1939	100 S 17TH ST	1016 REF#:  Type: MAR Form:  Time:  Name:  BWC:  RIPA:	
1940		1016 REF#:  Type: NCT Form:  BWC:  RIPA:  Comments: 54.0110	
1954	1173 FRONT ST SD: @CENTRAL JAIL		
1954			
1954			
1954			
1954			
2041	215 AV		
2043	51 25TH ST SD		
2043			
2212	330 PARK		

## VI. VERIFYING INFORMATION IN REPORTS

1. Department Order 18-25 requires officers to document within each arrest or detention report narrative that RIPA information was submitted for each suspect.

- To ensure compliance with this order, supervisors can review an arrest report from the Excel workbook previously outlined. Click within the cell of the arrest report number to be reviewed and click Ctrl-C keys to copy the booking number. The item selected must be an *ARREST* activity type, and not a *RIPA Arrest* activity type, in order to copy a valid booking number to paste into CRMS or NetRMS.

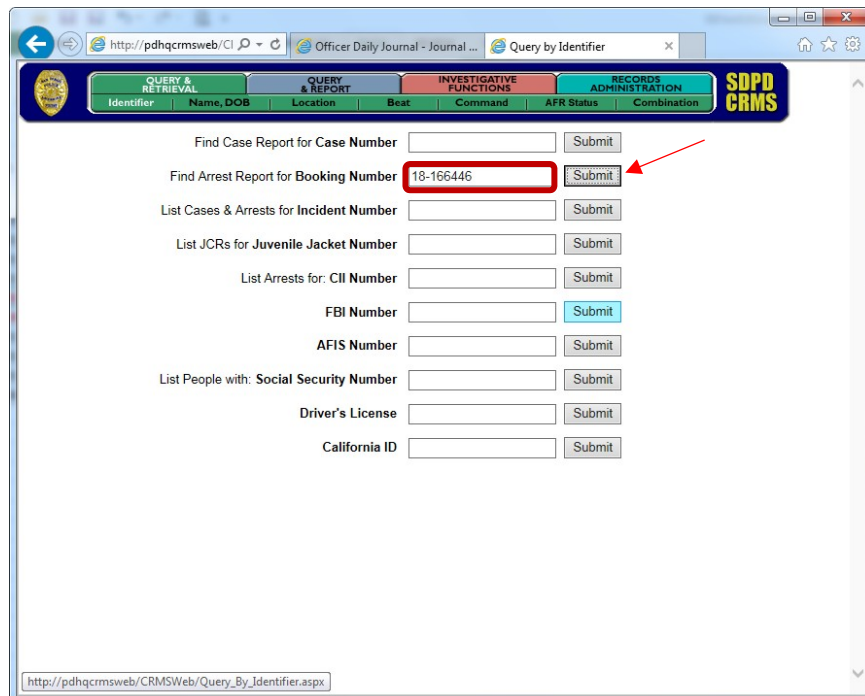
	A	B	C	D	E	F	G	H	I
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1892	18163125	ARREST	10/2/2018	20:30	MALE	69	979	1500 K STREET	521
1893	18163571	ARREST	10/4/2018	16:10	MALE	21	21510(B)	100 06TH AVENUE	521
1894	18164477	ARREST	10/8/2018	17:20	MALE	26	11364.1(A)	100 06TH AVENUE	521
1895	18166446	ARREST	10/17/2018	16:45	MALE	24	11377(A)	100 S 17TH STREET	511
1896	52859/1	RIPA Arrest	10/17/2018	21:24	Male	27		100 s 17th street	511
1897	18167580	ARREST	10/22/2018	21:29	MALE	36	979	1500 10TH AVENUE	526
1898	18167772	ARREST	10/23/2018	16:55	MALE	55	3056	1400 10TH AVENUE	526
1899	18168051A	ARREST	10/24/2018	17:25	MALE	35	11377(A)	1200 11TH AVENUE	524
1900	56863/1	RIPA Arrest	10/27/2018	23:15	Male	28		600 5th Avenue	523
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- CRMS can be found via the Department’s Intranet site, by selecting *CRMS Web* from the *SDPD Applications* menu.

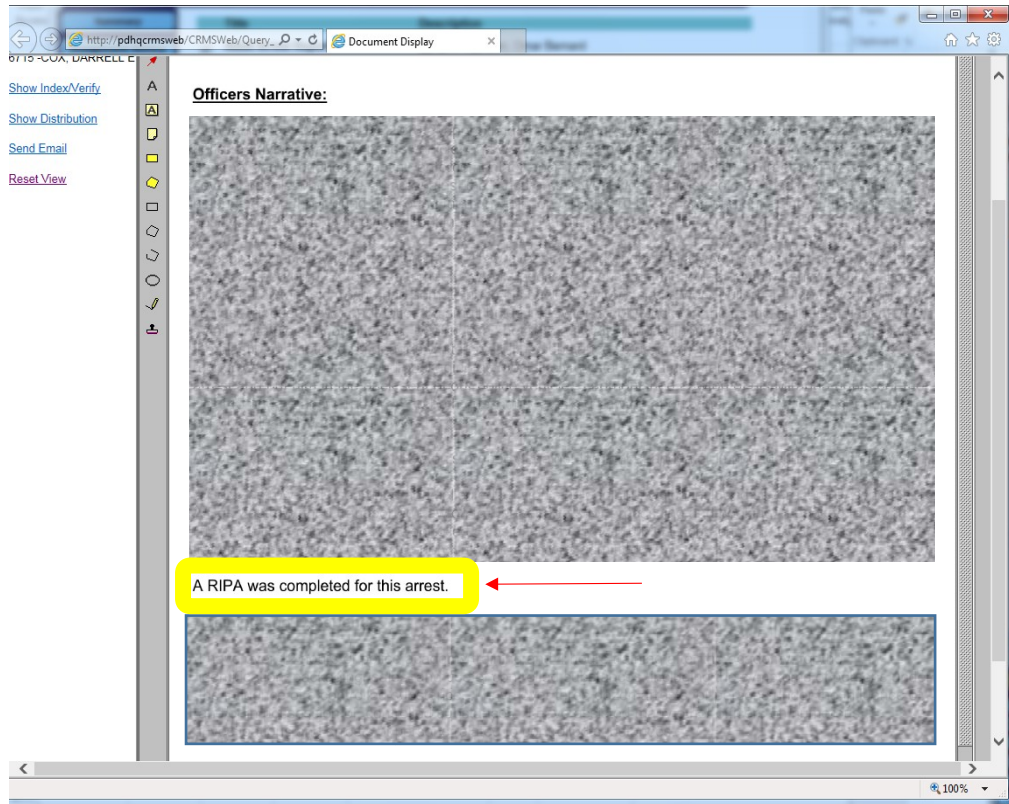
- From the CRMS Web main page, click the *Query & Retrieval* button.



- Then paste the booking number into the Booking Number box, using Ctrl-V, and select the *Submit* button



6. Navigate to the Documents page and select the arrest report for viewing. Once the report is visible, review the narrative for the necessary RIPA statement.



If you have any questions regarding the RIPA Audit workflow, please contact Program Manager Chris Haley at 619- 531-2401 or e-mail at [chaley@pd.sandiego.gov](mailto:chaley@pd.sandiego.gov).

If you have any questions concerning the legal requirements of AB 953, please e-mail Lieutenant Jeff Jordon at [jjordon@pd.sandiego.gov](mailto:jjordon@pd.sandiego.gov).

For additional documents related to this law, refer to the AB 953-RIPA folder within the Department's Resource Library.

## SAN DIEGO POLICE DEPARTMENT ORDER

**DATE/TIME:** SEPTEMBER 26, 2018 – 1415 HOURS

**NUMBER:** OR 18-25

**SUBJECT:** MANADATED SUBMISSION OF RACIAL AND IDENTITY  
PROFILING ACT DATA

**COST CENTER:** 1914131211

**SCOPE:** ALL SWORN MEMBERS OF THE DEPARTMENT

**DEPARTMENT PROCEDURE AFFECTED:** 4.01, 6.01, and 7.01

---

As of June 27, 2018, all sworn members of the Department are mandated to comply with the requirements of the Racial and Identity Profiling Act (RIPA). This includes the collection and submission of data related to the following: all stops, detentions, searches, including consensual searches, along with interactions that result in force being used.

Effective immediately, to ensure RIPA compliance, officers shall submit the requisite data upon the completion of every detention and/or arrest report. The narrative of these reports shall include that the RIPA information was submitted for every person being arrested or detained. Supervisors will verify this language is included in the report prior to its approval. For example:

“For the arrest of NAME, a RIPA entry was submitted.”

“For the detention of NAME, a RIPA entry was submitted.”

As a reminder, the data **will be collected and submitted** through the SDPD Intranet website or through the Mobile for Public Safety application. Officers will submit the RIPA data before the end of their shift, unless exigent circumstances exist.

Department Procedures 4.01, 6.01 and 7.01 will reflect this change.

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Please read at squad conferences and give a copy to all personnel.

## **F.2.2 San Bernardino Sheriff's Department**



### **1463.146.10 Racial and Identification Profiling Act (RIPA)**

Members of the San Bernardino County Sheriff's Department are prohibited from unlawfully considering race, ethnicity, religion, national origin, sexual orientation, gender, or lifestyle in deciding whether or not law enforcement intervention will occur.

Effective July 1, 2018, all detentions or searches meeting the documentation requirements of Assembly Bill 953, The Racial and Identity Profiling Act (RIPA) and Government Code section 12525.5 shall be documented per state law and Department training standards.

### **3.146.20 BIAS-FREE POLICING**

The Department expressly prohibits racial and identity profiling and is committed to providing services and enforcing laws in a professional, nondiscriminatory, fair, and equitable manner that keeps both the community and officers safe and protected. The intent of this policy is to increase the Department's effectiveness as a law enforcement agency and to build mutual trust and respect with San Bernardino County's diverse groups and communities.

The Department recognizes that explicit and implicit bias can occur at both an individual and an institutional level and is committed to eliminating bias from the law enforcement function. Law enforcement action that is biased is unlawful and alienates the public, fosters distrust and undermines legitimate law enforcement efforts.

All employees of the Department are prohibited from taking actions based on actual or perceived personal characteristics, including but

not limited to race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability, except when engaging in the investigation of appropriate suspect-specific activity to identify a particular person or group.

Department personnel must not delay or deny policing services based on an individual's actual or perceived personally identifying characteristics.

### **3.146.30 DEFINITIONS RELATED TO BIAS**

Racial or Identity Profiling: the consideration of, or reliance on, to any degree, actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability in deciding which persons to subject to a stop or in deciding upon the scope or substance of law enforcement activities following a stop, except when a deputy may consider or rely on characteristics listed in a specific suspect description. Such activities include, but are not limited to, traffic or pedestrian stops, or actions taken during a stop, such as asking questions, frisks, consensual and nonconsensual searches of a person or any property, seizing any property, removing vehicle occupants during a traffic stop, issuing a citation, and making an arrest.

Bias-Based Policing: conduct by peace officers motivated, implicitly or explicitly, by the deputy's beliefs about someone based on the person's actual or perceived personal characteristics, i.e., race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, or mental or physical disability.

**Implicit Bias:** the attitudes or stereotypes that affect a person's understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Implicit biases are different from known biases that individuals may choose to conceal.

**Bias by Proxy:** when an individual calls/contacts law enforcement the police and makes false or ill-informed claims of misconduct about persons they dislike or are biased against based on explicit racial and identity profiling or implicit bias. When the police law enforcement act on a request for service based in unlawful bias, they risk perpetuating the caller's bias. Members should use their critical decision-making skills, drawing upon their training to assess whether there is criminal conduct.

**Reasonable Suspicion to Detain:** reasonable suspicion is a set of specific facts that would lead a reasonable person to believe that a crime is occurring, had occurred in the past, or is about to occur. Reasonable suspicion to detain is also established whenever there is any violation of law. Reasonable suspicion cannot be based solely on a hunch or instinct.

**Detention:** a seizure of a person by an officer that results from physical restraint, unequivocal verbal commands, or words or conduct by an officer that would result in a reasonable person believing that he or she is not free to leave or otherwise disregard the officer.

**Reasonable Suspicion to Conduct a Pat Search:** officers are justified in conducting a pat search if officers have a factual basis to suspect

that a person is carrying a weapon, dangerous instrument, or an object that can be used as a weapon, or if the person poses a danger to the safety of the officers or others. Officers must be able to articulate specific facts that support an objectively reasonable apprehension of danger under the circumstances and not base their decision to conduct a pat search on any perceived individual characteristics. Reasonable suspicion to conduct a pat search is different than reasonable suspicion to detain. The scope of the pat search is limited only to a cursory or pat down search of the outer clothing to locate possible weapons. Once an officer realizes an object is not a weapon, or an object that can be used as a weapon, the officer must move on.

Probable Cause to Arrest: under the Fourth Amendment to the United States Constitution, arrests must be supported by probable cause. Probable cause to arrest is a set of specific facts that would lead a reasonable person to objectively believe and strongly suspect that a crime was committed by the person to be arrested.

### **3.146.40 RIPA DATA COLLECTION AND ANALYSIS**

As required by the California Racial and Identity Profiling Act of 2015, the Department is required to collect data on: (a) civilian complaints that allege racial and identity profiling and (b) perceived demographic and other detailed data regarding pedestrian and traffic stops. The data to be collected for stops includes, among other things, perceived race or ethnicity, approximate age, gender, LGBT identity, limited or no English fluency, or perceived or known disability, as well as other data as the reason for the stop, whether a search was conducted, and the results of any such search. All agencies must report this data to the California Department of Justice.

The Department will regularly analyze data to assist in identifying practices that may have a disparate impact on any group relative to the general population.

### **3.146.50 SUPERVISORY/COMMAND STAFF REVIEW**

Supervisors shall ensure that all personnel under their supervision, including dispatchers and professional staff, understand the content of the Racial and Identity Profiling Act of 2015 (RIPA) and comply with all policies related to the Act. Supervisors shall conduct daily random audits to ensure RIPA compliance and that the appropriate number of forms are completed as compared to call types. The audits will entail a comparison of randomly chosen deputy unit histories with the RIPA tracking system. When discrepancies are discovered, remedial training will be provided. The audits shall be recorded in the daily watch commander log.

Commanders shall regularly monitor the department's RIPA dashboard to ensure compliance with the Act. RIPA data shall be reviewed by command and executive staff members at department staff meetings. The data will be shared at public meetings and upon media requests.

## **F.2.3 Los Angeles Sheriff's Department**

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# 5-09/520.00 - Constitutional Policing and Stops

[< 5-09/510.00 - Handling Hate Crimes \(/Viewer/Manuals/10008/Content/14597\)](#)

[5-09/520.05 - Stops, Seizures, and Searches > \(/Viewer/Manuals/10008/Content/12493\)](#)

As a public law enforcement agency, the Department is committed to ensuring that members of the public receive equal protection of the law without bias based on race, color, ethnicity, national origin, religion, gender, gender identity, disability, or sexual orientation and in accordance with the rights secured or protected by the Constitution or laws of the United States. These ideals are engrained into our efforts and reflect our Department's continued commitment to Constitutional Policing.

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## 5-09/520.05 - Stops, Seizures, and Searches

[< 5-09/520.00 - Constitutional Policing and Stops \(/Viewer/Manuals/10008/Content/12492\)](#)

[5-09/520.10 - Backseat Detentions > \(/Viewer/Manuals/10008/Content/12494\)](#)

Department members shall only conduct investigatory stops or detentions when they have reasonable suspicion that a person has been, is, or is about to be engaged in the commission of a crime.

Department members shall not use race, color, ethnicity, national origin, religion, gender, gender identity, disability, or sexual orientation as a factor, to any extent or degree, in establishing reasonable suspicion or probable cause except as part of actual and credible description(s) of a specific suspect or suspects in any criminal investigation.

Department members shall not use race, color, ethnicity, national origin, religion, gender, gender identity, disability, or sexual orientation in exercising discretion to conduct a search except as part of an actual and credible description of a specific suspect or suspects in any criminal investigation.

Department members shall not initiate stops or other field contacts because of an individual's actual or perceived immigration status.

Department members shall not conduct arbitrary searches. The request to conduct a consent search must be reasonable, and a deputy must be able to articulate a valid reason under law and policy for initially having stopped the individual.

Department members shall only conduct searches of individuals based on probation or parole status when knowledge of a probation or parole search condition has been established.

Department members shall immediately notify a supervisor when routine field activity or observations lead to consideration of a home search based on consent, and the supervisor shall either approve the search before it is conducted or, if appropriate, a search warrant should be sought.

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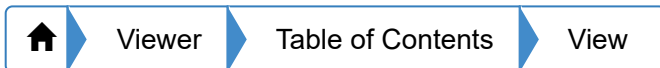
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## 5-09/520.15 - Consensual Encounters

[< 5-09/520.10 - Backseat Detentions \(/Viewer/Manuals/10008/Content/12494\)](#)

[5-09/520.20 - Logging Public Contacts > \(/Viewer/Manuals/10008/Content/12496\)](#)

Persons that are contacted during consensual encounters shall be free to leave at all times and the contact shall be voluntary. A consensual encounter can transform into a detention if a reasonable person believes that they are not free to leave.



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## 5-09/520.25 - Logging Field Activities

[< 5-09/520.20 - Logging Public Contacts \(/Viewer/Manuals/10008/Content/12496\)](#)

[5-09/520.30 - Statistical Codes for Traffic, Pedestrian, and Bicycle Stops > \(/Viewer/Manuals/10008/Content/12498\)](#)

All significant public contacts and activity shall be appropriately logged on the Mobile Digital Computer's Deputy's Daily Work Sheet (DDWS). The Mobile Digital Computer's DDWS logs shall contain only accurate information including, but not limited to, the race of each individual detained or searched, the result of the stop, and the date, time, and location of the stop.

For the purposes of this policy, "significant public contacts and activity" are defined as:

- Calls for service;
- Self-initiated activity that results in arrest or citation;
- Self-initiated activity that is enforcement/investigative in nature but does not result in arrest or citation; and/or
- Self-initiated activity which is not enforcement/investigative in nature but results in Department personnel taking some form of constructive action, e.g., requesting a tow truck for a stranded motorist.

Each field incident shall be logged separately with its own unique "Tag" number. Deputies shall not log multiple unconnected incidents or traffic stops under a single "Tag" number. Multiple citations or activities resulting from the same traffic stop or incident shall be logged under the same "Tag" number. These concepts are equally applicable to vehicle, pedestrian, and bicycle stop contacts.

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# 5-09/560.00 - Interactions with Transgender and Gender Non-Conforming Persons

[< 5-09/550.50 - Data \(/Viewer/Manuals/10008/Content/12508\)](#)

[5-09/570.00 - Unmanned Aircraft System > \(/Viewer/Manuals/10008/Content/12510\)](#)

## **PURPOSE**

The Los Angeles County Sheriff's Department does not tolerate discrimination on the basis of sex, race, color, ancestry, religion, national origin, age (40 and over), disability, sexual orientation, gender identity, gender expression, marital status, medical condition, or any other characteristics protected by federal or state law.

The purpose of this policy is to answer questions and establish procedures for handling interactions with transgender and gender non-conforming members of the public. For questions regarding Department procedures which affect transgender employees, please refer to the LASD Guide to Transgender and Gender Non-Conforming Employees (available through the Bureau of Labor Relations and Compliance and on the BOLRAC intranet homepage).

## **DEFINITIONS**

The definitions provided here are not intended to label individuals, but rather to assist in understanding this policy and LASD's legal obligations.

- **LGBT**: A common abbreviation that stands for Lesbian, Gay, Bisexual, and Transgender. It should be noted that lesbian, gay and bisexual are all identifications defined by a person's sexual orientation, while transgender identification has to do with a person's gender identity. Sexual orientation and gender identity are two independent and separate characteristics.
- **Sexual Orientation**: A person's physical and emotional attraction to people of the same and/or other gender. Straight, gay, lesbian, and bisexual are some ways to describe sexual orientation. It is important to note that sexual orientation is distinct from gender identity and expression. Transgender people may identify as straight, gay, lesbian, or bisexual, just like non-transgender people.
- **Gender Identity**: An internal sense of one's own gender, which may not necessarily match traditional definitions of male or female. One's gender identity is not outwardly visible to others. It is generally determined in the early years of an individual's life and, if different from the individual's physical gender, may result in increasing psychological and emotional discomfort and pain.

- **Gender Expression**: An individual's external social characteristics and behaviors related to gender (such as name, preferred pronouns, appearance, dress, mannerisms, speech, and social interactions), which may be perceived as masculine, feminine or androgynous.
- **Transgender**: Individuals with a gender identity that is different from the sex assigned to them at birth. Someone who was assigned the male sex at birth, but who identifies as female, is a transgender woman. Likewise, a person assigned the female sex at birth, but who identifies as male, is a transgender man. Some individuals who would fit this definition of transgender do not identify themselves as such, and identify simply as men and women, consistent with their gender identity. The guidance discussed in this policy applies whether or not a particular individual self-identifies as transgender.
- **Gender Non-Conforming**: Individuals who display gender traits which are not generally associated with the sex assigned to them at birth. Gender non-conforming individuals may or may not identify as male, female, or transgender. Also known as gender-variant, gender fluid or androgynous.
- **Transition**: The process of changing one's body from the sex that was assigned at birth to match one's gender identity. Individuals undergoing a transition often seek some form of medical treatment such as counseling, hormone therapy, electrolysis, cosmetic surgery and/or sex reassignment surgery. Some individuals, however, will not pursue some (or any) forms of medical treatment. Transitioning may also include the emotional task of telling one's family, friends, and co-workers, and the process of changing one's name and gender on legal documents and identification. The exact steps involved in transitioning vary from person to person. Avoid the phrases "sex change," "pre-op," and "post-op" when referring to a transition.
- **Intersex**: The general term used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that doesn't seem to fit the typical definitions of female or male.

The terms homosexual, transsexual, transvestite, and sexual preference are outdated or defamatory terms which are seen as offensive by many people. These terms should not be used when speaking to or about the LGBT community.

### **NAME AND PRONOUN USAGE**

Los Angeles County Sheriff's employees are to interact with transgender and gender non-conforming people in a manner that is professional, respectful, and courteous.

Employees shall follow these policies when either of these two conditions are met:

- A person informs a deputy or employee that he/she is transgender.
- A deputy or employee has good reason to believe the individual is a transgender person. Good reason may be based on gender expression and presentation, reasonable observations, prior interactions, and/or background checks.

Every individual has the right, upon request, to be addressed by the name and pronoun that correspond to their gender identity. Proof of a court-ordered name or gender change is not required. If an individual's appearance and gender expression do not clearly indicate their gender identity, a deputy or employee shall politely and respectfully ask how the person wishes to be addressed, for instance, "What name and pronouns would you prefer I use when I address you?"

Whether or not the name on a person's driver license or identification card coincides with the person's gender identity, employees shall address and refer to the person by the name and gender that person has used to identify him or herself.

Additionally, if the name on a person's driver's license or identification card does not correspond with the individual's gender expression, the person shall be asked his or her legal name in a one-on-one situation, absent extenuating circumstances. If the contact is made in a group environment, the person shall be asked to step outside the group in order to obtain the legal name and avoid "outing" or embarrassing the individual. Deputies who need to obtain the legal name of a detained individual or suspect shall ask, "What is your legal name or birth name?" rather than asking, "What is your 'real' name?" as the latter question may be viewed as offensive.

The intentional or persistent refusal to respect an individual's gender identity (for example, intentionally referring to the person by a name or pronoun that does not correspond to their gender identity) constitutes harassment and violates this policy as well as MPP section 3-01/030.15 (<http://intranet/Intranet/MPP/Vol3/3-01/3-01-030.15.htm>), Conduct Toward Others.

Deputies are cautioned not to treat a person's transgender status or appearance as a basis for suspicion or as evidence of prostitution or any other crime. Transgender individuals are not more likely to be involved in illegal activities than non-transgender individuals.

### **REPORT WRITING**

When writing a report involving a transgender person whose legal name and/or gender do not correspond with the name and gender they identify with, use the person's legal name and gender on the face page of the complaint report. However, in the first paragraph of the narrative, include a statement such as: "Victim Terrance Smith is a transgender woman who identifies as 'Tamera Smith' and she will be referred to as such throughout the remainder of this report." Throughout the report, use the pronoun that matches the person's gender identity (i.e., "she" for Tamera Smith).

Note: The explanation of a person's transgender identity in the first paragraph of the narrative preserves respect for the individual. Maintaining their legal name on the face page of the incident report avoids confusion with service of subpoenas and court appearances.

When arresting a transgender suspect whose legal name does not match the name they are currently using, include the name they are using in the "AKA" box on the face page of the report (in addition to the narrative section as described above).

### **PRIVACY**

Personnel shall not ask victims, witnesses, informants, community members, and fellow employees about the current medical status of their gender transition process. This is an extremely private issue and shall be respected as such. Also, under no circumstances shall an employee disclose that a person is transgender to non-law enforcement personnel, with the exception of medical personnel when appropriate, or to other non-relevant Department personnel.

Department personnel shall not ask questions or make statements about a transgender person's genitalia or surgical status. With suspects who have been arrested and are being booked, Department personnel shall refer to Custody Division Manual 5-02/050.00, Classification and Housing of Gay, Gender Non-Conforming, Intersex, and Transgender Inmates, for procedures about processing arrested transgender suspects.

When booking a transgender inmate, directions to remove appearance-related items, such as prosthetics and wigs, shall be consistent with requirements for the removal of similar items from non-transgender inmates. Articles of clothing, such as bras and undergarments that match the inmate's current gender identity, shall not be removed unless like articles are removed from all inmates of that gender.

## **SEARCHES**

All searches of transgender persons shall be conducted in a manner that respects their identity and affords them their dignity. Searches shall not be conducted for the purpose of demeaning the individual who is being searched.

- In all cases, a transgender or intersex person shall have their identity respected and be accorded their dignity. Under no circumstances shall deputies or officers search any person for the purpose of determining genital status or presence/absence of breasts or for the purpose of demeaning transgender or intersex individuals.
- Under no circumstances shall transgender or intersex individuals be subject to more invasive search procedures than non-transgender or intersex individuals.
- Immediate cursory searches of transgender or intersex individuals may be conducted by a deputy or officer of either gender.
- More invasive searches, including strip searches, visual body cavity searches, and physical body searches shall be, in all circumstances, conducted by deputies or officers of the gender requested by the transgender or intersex person. No personnel may be present who are not directly relevant to the search, and the search shall be conducted in private. All strip, visual body cavity and physical body cavity searches shall have prior approval of the Watch Commander, who shall closely evaluate the need for the particular search.

If contraband is identified in a body cavity of an inmate during a strip search or visual body cavity search, personnel shall immediately notify a supervisor (sergeant or higher). Personnel shall verbally encourage the inmate to remove the secreted contraband, but shall not force the inmate to remove the secreted contraband. Sound officer safety tactics should always be employed due to the possibility of the secreted item being a weapon. If the inmate does not comply or agree to remove the contraband, then the watch commander must be notified to determine if Contraband Watch Procedures should be initiated.

If any deviation from the procedures for transgender searches occurs, including during an emergency, a supervisor shall be notified of the deviation, and the reasons for the deviation shall be documented in the Watch Commander's Log, or within a custody environment, in the Electronic Uniform Daily Activity Log (e-UDAL). (Custody Division Manual section 5-08/010.00, Searches, Station Jail Manual).

## **RESTROOM ACCESSIBILITY**

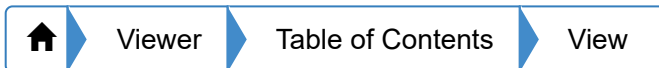
Under California State law, transgender persons have the right to use restrooms corresponding to their gender identity. This applies to public restrooms, public schools, and places open to the public such as shopping malls, stores and restaurants (California Civil Code 51(b) - Unruh Civil Rights Act).

Deputies responding to calls for service which involve a complaint about restroom accessibility shall sensitively explain the law to all the parties involved. Claims of lewd conduct and/or sexual activity or assaults shall be thoroughly investigated and enforced regardless of the gender identity of either party.

### **ADDITIONAL RESOURCES**

- LASD Guide to Transgender and Gender Non-Conforming Employees – Available on Bureau of Labor Relations & Compliance Intranet page
- Policy of Equality Intake Specialist Unit (323) 890-5371 – For questions regarding discrimination or harassment
- LASD Department Resource for LGBT Issues – Lieutenant Donald Mueller [DMMuelle@lasd.org](mailto:DMMuelle@lasd.org) (<mailto:DMMuelle@lasd.org>)
- Transgender Law Center <http://transgenderlawcenter.org/> (<http://transgenderlawcenter.org/>).





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# 3-02/080.01 - Training Requirements for Sworn Personnel

[< 3-02/080.00 - Training \(/Viewer/Manuals/10008/Content/10566\)](/Viewer/Manuals/10008/Content/10566)

[3-02/080.02 - Training Requirements for Professional Staff > \(/Viewer/Manuals/10008/Content/10568\)](/Viewer/Manuals/10008/Content/10568)

This policy identifies mandatory training requirements and programs for sworn personnel who have completed basic recruit academy training. It also establishes requirements for periodic training reports. Exemptions for individual or unit-level training requirements must be approved in writing by the concerned chief.

## TRAINING NOMENCLATURE:

*Orientation Training* – This mandatory training is for newly assigned sworn personnel, including reserves. The Deputy Field Training Program and the Sergeant Mentoring Program are two examples of orientation training programs offered.

Every unit shall have an orientation program or package which shall include the following information:

- Expectations of personnel during and following their orientation period;
- Unit-specific information necessary for all personnel to know; and
- Any other information deemed necessary by the unit commander.

*In-Service Training* – This training includes Continued Professional Training (CPT), weapons training, in-house technical schools, specialized outside vendor schools, station training days, Patrol School, Field Training Officer School, Sergeant's Supervisory School, Field Operations School, and any other training provided. In-service training may or may not be mandatory (see actual in-service training topic for personnel requirements and exclusions). In-service training has been broken down into six categories to simplify the assignment of priorities. These categories are:

- *P.O.S.T.* – Training that is required by the Commission on Peace Officer Standards and Training;
- *S.T.C.* – Training that is required by the Standards for Training for Corrections;
- *State Mandated* – Training that is required by statute;
- *Federal Mandated* – Training that is required by the Federal entity;

- *Department Mandated* – Training that is required by either departmental or regional policy; and
- *Unit Optional* – Includes professional development training for individual employees desiring to enhance competence and skills, team training for units, training that might be required to meet local needs, and all other training.

## ORIENTATION TRAINING

### Sworn Deputies

*Deputies Newly Assigned to a Patrol, Custody, or Court Function* – They shall be assigned to a training officer. The training officer shall adhere to the protocols established within that division's training program during the deputy's training period.

*Deputies Returning to a Patrol, Custody, or Court Function* – The length of an orientation program for those returning to a patrol, custody, or court assignment after a five-year absence shall be determined by the unit commander with the recommendation of the training sergeant and the mentor deputy as to the competency of the deputy.

### Reserve Deputies

*Reserve Deputies Newly Assigned to Patrol Function* – Reserve deputies, in lieu of patrol school, shall be current in C.P.R., first-aid, handgun qualification, driver training, side handle baton, and Practical Police Course (PPC). They must also be briefed on all recurrent training topics. The training sergeant, in conjunction with the reserve coordinator, shall assign the reserve deputy to a field training officer. The field training officer shall adhere to the protocols established within the Field Training Program during the reserve deputy's training period.

*Reserve Deputies Returning to Patrol Function* – The length of an orientation program for those reserve deputies returning to a patrol assignment after a two-year absence shall be determined by the unit commander with the recommendation of the training sergeant and the field training officer as to the competency of the reserve deputy.

### Sergeants

*Sergeants Newly Assigned to a Patrol, Custody, or Court Function* – Sergeants assigned to patrol, custody, or court shall be assigned a mentor sergeant. The mentor sergeant shall adhere to the protocols established within that division's Sergeant Mentoring Program.

*Sergeants Returning to a Patrol, Custody, or Court Function* – The length of a mentoring program for those sergeants returning to a patrol, custody, or court assignment after a five-year absence will be determined by the unit commander with the recommendation of the training sergeant and the mentor sergeant as to the competency of the sergeant.

## POST MANDATED

### Recurring Training

*Continued Professional Training (CPT)* – All sworn personnel (including Level I and Level II reserve deputies), law enforcement technicians, and Sheriff's Communications Center dispatchers shall satisfactorily complete

the CPT requirement of 24 or more hours of qualified POST approved training during every two-year CPT cycle. Sworn custody personnel who complete required Standards and Training for Corrections (STC) fulfills the CPT requirement.

*Perishable Skills Program Training (PSP)* – Effective January 1, 2002, all deputy sheriffs (except reserve deputies), including sergeants, assigned to patrol, traffic, or investigation who routinely effect the physical arrest of criminal suspects are required to complete Perishable Skills and Communications training. Perishable Skills Program Training shall consist of a minimum of 14 hours in each two-year cycle, divided in the areas set forth below. PSP hours count towards the CPT requirement of 24 hours every two year cycle.

- 4 Hours - Arrest and Control
- 4 Hours - Driver Training/Awareness or Driving Simulator
- 4 Hours - Tactical Firearms or Force Options Simulator
- 2 Hours - Communications Training (either tactical, interpersonal, or web based)

If LASD personnel attend outside agency qualified POST approved training, a certificate of attendance from the participating agency is needed to receive credit. A copy of the certificate must be mailed to the Education and Training Records Unit, and addressed to the Outside Training Coordinator.

#### One-Time Training

*Basic Sergeant Supervisory School* – Completion required within 12 months of appointment as a sergeant. (CA Regulations, Title 11, Division 2, regulation 1005) (Reserves are excluded.)

*Middle Management* – Completion required within 12 months of appointment as a lieutenant. (CA Regulations, Title 11, Division 2, regulation 1005) (Reserves are excluded.)

*Patrol School* – For all deputies newly assigned to a patrol station/unit and before deployment in a radio car or upon returning to a patrol assignment after an absence of five years or more. Successful completion of patrol school satisfies the CPT requirement, excluding driver's awareness. This class shall be three weeks and shall include one eight-hour day at Emergency Vehicle Operations Center (EVOC). (CA Regulations, Title 11, Division 2, Regulation 1005 and MPP section 3-02/010.20) (Reserves are exempt.)

*Field Training Program* – For deputies newly assigned to a patrol station/unit and deployed in a radio car. (POST, Regulation 1004 and 1005)

### STANDARDS OF TRAINING FOR CORRECTIONS (S.T.C.)

#### Recurring Training

*Annual S.T.C. Training* – All sworn personnel from the rank of chief down assigned to a custody assignment, including deputies assigned to a station jail, and lieutenants and sergeants with the station jail collateral duty, shall receive 24 hours each fiscal year of approved curriculum in custody subject matters. (Title XV, section 1025)

#### One-Time Training

*Custody Incident Command School* – Completion required within three months of appointment as a jail sergeant or lieutenant. This includes sergeants and lieutenants with the station jail collateral duty. This training is required once and satisfies the annual S.T.C. requirement for that year. (Title XV, section 1023)

#### STATE MANDATED

#### Recurring Training

*Blood-Borne Pathogens* – All personnel are required to attend this training annually. (Cal-OSHA 5193)

*Cardiopulmonary Resuscitation (CPR), 4 hours* – A CPR refresher course must be completed every three years. Personnel whose duties are “primarily clerical or administrative” for at least 90 percent of their total monthly work hours are exempt. (13518 PC)

*Domestic Violence* – Deputies assigned to patrol duties who respond to domestic violence calls for service or incidents shall complete a domestic violence refresher course once every two years. Patrol school meets this requirement. (13519 PC)

*Electronic Surveillance (Wiretap)* – Anyone assigned to intercept and record wire communication (wiretaps) must be certified prior to conducting a wiretap. They must be recertified once every five years. (629.94 PC)

*First Aid, 8 hours* – A first aid refresher course must be completed every two years. Personnel whose duties are “primarily clerical or administrative” for at least 90 percent of their total monthly work hours are exempt. (13518 PC)

*Human Trafficking* – Deputies assigned to field or investigative duties shall complete a two hour training regarding the handling of a human trafficking incident within six months of assignment. (13519.14 PC)

*Respirator Mask* – Each employee issued a respirator mask shall receive annual fit-testing and training in the use and care of the respirator mask. (Cal-OSHA 5144)

*Racial Profiling* – All sworn personnel must attend once every five years. (13519.4(i) PC)

*Supervisor’s Sexual Harassment* – Every supervisor must attend once every two years. (AB 1825)

*Recurring Vehicle Pursuit* – All sworn from the rank of lieutenant and below must complete this training on a yearly basis. (13519.8 PC)

#### One-Time Training

*Intoxilyzer and Intoximeter* – This training is required for all personnel who use these devices for blood alcohol measurements. (Title 17, California Code of Regulations)

*Radar* – This training is required for all deputies who use radar in traffic enforcement. (40802 VC)

*Basic Traffic* – This training is required for all deputies that investigate traffic collisions. (40600 VC)

*Sexual Assault, 24 hours* – This training is required for all sexual assault investigators within six months of assignment. (13516 PC)

*NCIC User, 4 or 6 hours* – For all users of J.D.I.C. terminals to access any local, state, and federal crime information system. MDC training fulfills this requirement for all “Less than Full Access Users.” (California Department of Justice)

*High Technology Crimes & Computer Seizure, 4 hours* – For all supervisors of the rank of sergeant or above assigned to field or investigative duties within 18 months of assignment. (13515.55 PC)

## FEDERAL MANDATED

### Recurring Training

*Security Awareness Training* – Every member must attend once every two years the Criminal Justice Information Services (CJIS) training. (Federal Bureau of Investigation’s Criminal Justice Information Services Division)

## DEPARTMENT MANDATED

### Recurring Training

*Handgun Qualification* – Every member through the rank of chief must qualify with specified on-duty firearm once every three months during the alphabet specific month. (MPP 3-01/050.65)

*AR-15 Refresher* – For all deputies who use and carry the AR-15 rifle, they must attend the AR-15 Certification training and qualify to carry and use the AR-15 rifle prior to its deployment. Certified personnel must complete this course once per year to maintain certification. (MPP 5-09/170.10)

*Bailiff Orientation* – Deputies assigned to Court Services Division are required to attend the 40-hour Bailiff Orientation program within one year of assignment to Court Services Division.

*Entry Training for Detectives* – Detectives shall attend recurrent “tactical entry” training at least once per year, with training at the Tactics and Survival (TAS) training facility at least biennially. On alternating years, teams may develop comparable scenario-based entry training with guidance from Advanced Officer Training (AOT), Special Enforcement Bureau (SEB), or other qualified instructors.

*Emergency Operations Center (EOC)* – Each station shall conduct a minimum of one four-hour EOC exercise annually. This requirement may be satisfied by participation in a Department exercise, unit-level training, or an actual emergency requiring activation of the EOC.

*Rapid Response or Active Shooter Practical Application* – All units/stations who could potentially respond to this type of incident shall host one eight-hour training day annually. Outside entities, which the unit/station would work with in the event of a critical incident, should be included in the training day.

*Rapid Response or Active Shooter or School Safety Practical Application Training* – Every member through the rank of lieutenant at all units/stations who could potentially respond to this type of incident shall participate in at least one practical application training while assigned to that station/unit.

*Rapid Response or Active Shooter or School Safety Yearly Refresher Training* – Every member through the rank of lieutenant at all units/stations who could potentially respond to this type of incident shall attend a yearly refresher course. Participation in the practical application or Tactics and Survival's Enhanced Active Shooter course are acceptable for the yearly refresher course.

#### One-Time Training

*Analytical Interviewing* – For all detectives, preferably within one year of assignment to a unit-level detective unit or specialized investigations team (e.g., Safe Streets Bureau, Detective Bureau; Transit Services Bureau, Detective Bureau; Parks Bureau, Detective Bureau; Jail Investigation Unit; etc.).

*Detective Mentoring Program* – The detective commander shall assign a supervisor in the detective unit to oversee the newly assigned member's orientation and training. All sworn personnel entering a detective unit assignment shall be trained in all the areas contained on the LASD Detective Mentoring/Training Program worksheets.

*Detective Basic Investigations* – Newly assigned detectives and supervisors shall complete the "Basic Investigator" course during their initial year assigned to a detective unit.

*Detective Intermediate Investigations* – Intermediate-level detective training is required within three years of assignment to an investigative unit.

*Detective Unit or Crime Specific (Advanced) Investigations* – Detectives assigned to specialized units shall complete appropriate advanced courses relevant and necessary for the performance of their duties, to include:

- Cal-Gangs (JIU, OSJ, and Operations Safe Street detectives);
- Gang Investigations School (JIU, OSJ, and Operations Safe Street detectives);
- Transit Policing (Transit Services Bureau and Metrolink Bureau detectives); and
- Arson/Explosives Investigations (Arson & Explosives detectives).

*Detective Investigator/LARCIS Training* – Newly assigned detectives and civilian investigators shall attend the LARCIS "supervisory investigator level" course at the first available opportunity.

*Detective Supervisor/LARCIS Training* – Supervisors assigned to an investigation unit shall attend the LARCIS "supervisory level" course within the first year assigned to manage a detective unit.

*Detective Supervisor Introductory Audit* – Newly assigned unit-level detective supervisors shall accompany the inspection team during an annual unit-level detective unit inspection for training purposes at a station/unit not their own, at the first available opportunity. This shall be completed within the first year assigned to supervise a unit-level detective unit (retroactive requirement for those not exempted by their division chief).

*Driving Under the Influence (DUI) Checkpoint Planning and Management* – The supervising team leader and the supervising operations deputy at a DUI checkpoint shall attend the DUI Checkpoint Planning and Management course prior to supervising a DUI checkpoint.

*Field Training Officer (FTO) School* – This training is required for all field training officers or potential field training officers prior to receiving a trainee to train.

*Patrol/Field Operations Sergeant* – For all sergeants assigned to their first tour of duty in patrol/field operations or any sergeant returning to patrol/field operations after an absence of three years or more. Completion required within 12 months of appointment to a position within patrol/field operations. (Reserves are exempt.)

*Patrol/Field Operations Lieutenant* – For all lieutenants assigned to their first tour of duty in patrol/field operations or any lieutenant returning to patrol/field operations after an absence of three years or more. Completion required within 12 months of appointment to a position within patrol/field operations. (Reserves are exempt.)

*Respect Based Leadership* – All personnel must attend once.

*Leadership Development Institute (DLI)* – all personnel must attend Session One (16 hours) once.

*Mobile Digital Terminal (MDT)/Mobile Digital Computer (MDC)* – This training is required for all personnel who have access to the Mobile Digital System(s). Users must attend CLETS/JDIC training within six months of obtaining MDC and CAD access. If personnel fail to complete this training, it may lead to suspension of CAD privileges including both the MDT and MDC.

New MDC users completing patrol school or the “MDC for Patrol” class are required to pass a practical application test (pass/fail) within 30 days of their assignment to a field unit. The test shall be administered by the MDC-certified field training officer or master field training officer.

New MDC users who are on patrol training status are further required to be trained in:

- Patrol procedures without using the MDC; and
- Not using the GPS mapping function of the MDC unless responding to an emergent situation.

Personnel that attended the MDC Transition Class during the initial Department deployment of the system are exempt from this requirement.

*Computer Aided Dispatch (CAD)* – All personnel with desk operations duties for patrol functions - which includes the watch deputy, dispatcher, and complaint positions - shall attend Desk Operations Training as soon as possible. Additional training is required for the watch deputy and dispatcher.

*Desk Operations for Patrol Functions* – All personnel with desk operations duties for patrol functions - which include the watch deputy, dispatcher, and complaint positions - shall be required to read the Desk Operations Manual as well as take and pass the associated test within the first 30 days of assignment. The completed test will be placed into the employee’s training file. Any employee scheduled to work a desk position on a temporary or relief basis shall meet with the watch commander prior to the employee’s first shift to be briefed on the expected performance while assigned to the desk. The employee is required to read the Desk Operations Handout and sign a receipt acknowledging they have received the handout prior to their assignment to the desk. The receipt will be placed into the employee’s training file.

*Traffic Investigator* – To be considered minimally qualified as a Traffic Investigator, the following courses shall be completed:

- LARCIS instructional course for investigators, at the first available opportunity;
- Basic traffic investigation course;
- Intermediate traffic investigation course;
- Advanced traffic investigation course;

- Radar certification course; and
- Completion of the “Basic Investigator” course during initial year assigned.

*Traffic Supervisors* – To be considered minimally qualified as a Traffic Supervisor, the following courses shall be completed:

- LARCIS instructional course for supervisors, at the first available opportunity;
- Basic traffic investigations course;
- Intermediate traffic investigations course; and
- Completion of the “Basic Investigator” course during initial year assigned.

*Search Warrant Training* – The Advanced Officers Training Unit shall administer a POST-certified course of instruction in search warrant preparation, informant management, and operations planning. This training shall be mandatory and successfully completed prior to authoring a search warrant. Sergeants and lieutenants must have attended and successfully completed this training before he or she can review and approve the submission of a search warrant for signature, or approve the services of a signed search warrant.

Unit commanders may waive the mandatory search warrant training for those personnel who have demonstrated a high degree of competency in the preparation and review of search warrants. Whenever a sworn employee seeks or requests to be excused from the training, his or her unit commander shall direct a memorandum to the Training Bureau’s unit commander advising of such action and citing the employee’s qualification. A copy of the memorandum shall be placed in the employee’s unit training file.

#### UNIT OPTIONAL TRAINING

All units shall provide training to personnel, whenever possible, which enhances competence and skills required to meet unit needs. The training may consist of formal training sessions and/or briefings as time and necessity dictates. Listed below are some examples of courses offered:

##### Courses

*Ethics in Community Policing* – This training is available to all Department sworn personnel.

*Child Abuse/Neglect* – This training is available primarily to child abuse investigators. (13517(c) PC)

*Any Other Training* – Professional Development Training, team training for station sub units, station or unit training, et cetera. It may be provided by the Department, other law enforcement agencies, colleges, universities, professional associations, and other training organizations. Unit commanders shall encourage personnel under their command to participate in as much relevant professional development training as possible, provided station deployment and the Department training budget will support it.

A unit commander may authorize personnel to attend any professional development training in an on-duty status or in any other status where such time is compensated by the County of Los Angeles. Unit commanders shall not approve requests to attend training which is not job specific. Job specific means training relating directly to the tasks performed by an employee during the day-to-day discharge of his or her duties. A unit commander of a specialized unit (Arson, Major Crimes Bureau, Homicide, Data Systems, SEB,



etc.) may authorize unit training by unit personnel whenever such training appears to be more appropriate and cost effective for personnel assigned to the unit. Request for POST reimbursement courses should normally have a higher priority than non-POST reimbursed courses.

### TRAINING – RESERVE PEACE OFFICERS, 60 YEARS OLD OR OLDER

Reserve peace officers 60 years old or older are not permitted to engage in general law enforcement duties, detective assignments, or other arduous assignments involving public safety without the approval of their specific unit commander. Reserve peace officers not engaging in the above arduous assignments are exempt from continuing professional training (CPT), Intoxilyzer, combat firearms, driver's training, side handled baton refresher, and detective training, if applicable to their assignment. All reserve deputies are still required to participate in handgun qualification, first aid, cardiopulmonary resuscitation (CPR), and any other recurrent policy training. The station training staff shall keep training records for reserve peace officers 60 years old or older.

### UNIT COMMANDER RESPONSIBILITIES

Unit commanders have the overall responsibility for the management of their unit's training. Management should be accomplished through setting priorities, allocating resources, and providing support, as well as monitoring and evaluating the program's results.

#### Training Records

#### Personal Training Files

All units shall maintain training files for individual employees, which shall at least contain a printout of the individual's training records via the Learning Management System (LMS) and/or the Electronic Data Interface (EDI).

No documentation that contains personal information such as social security number, date of birth, address, spouse's name, children's names, health/medical information, etc., shall be included in these files. In the event personal information is compromised, the unit commander shall be responsible for notifying the individual of the electronic security breach.

#### Class Files

All units shall maintain training files for classes taught at the unit-level which shall at least contain the course outline and instructor resumes.

### PERIODIC TRAINING REPORTS

Each unit shall report its progress in achieving the objectives specified in a manner and frequency specified by its respective division chief/division director.

Each station/unit shall report its field training officer – trainee status on a monthly basis. The report shall be entitled Monthly Training Status. This report shall be due to the field training officer coordinator of the division no later than the 5th day of each month and shall include the status of the previous month's field training status.

## FUNDING

Paid overtime shall not be used for employee participation in training or to fill operational vacancies due to training without the authorization of the division chief and/or division director.

## INSPECTION PROCESS

Each unit shall have their training program inspected by the division's command personnel at least once a year. The specific nature of this inspection shall be at the discretion of the concerned chief or division director. It shall include, at a minimum, a review of training records for compliance with training requirements. Additionally, each unit shall anticipate unannounced, periodic reviews of training records and specific training programs by their division commander.

Detective bureau/team commanders shall ensure the supervisor(s) maintain an accurate, up-to-date record of all training attended by full-time detective personnel using the approved "Training Matrix" format (Excel document provided in Department E-Forms).



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# 3-01/122.20 - Policy of Equality - Procedures - External Complaint Monitoring

[< 3-01/122.15 - Policy of Equality - Procedures - Equity Complaint Process \(/Viewer/Manuals/10008/Content/17362\)](#)

[3-01/122.25 - Policy of Equality - Procedures - Confidentiality > \(/Viewer/Manuals/10008/Content/17364\)](#)

The Department's Equity Compliance Unit (ECU) will receive and process all external discrimination, harassment, and retaliation complaints. The ECU will forward the complaint to the Intake Specialist Unit for assessment. The ECU will submit a position statement to the appropriate external agency for resolution of the complaint.



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## 3-04/010.05 - Procedures for Department Service Reviews

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[3-04/010.10 - Acknowledgment of Receipt of Public Input > \(/Viewer/Manuals/10008/Content/10839\)](/Viewer/Manuals/10008/Content/10839)

A Department Service Review is an externally initiated supervisory review of the Department's or individual employee's performance. Externally initiated input is defined as that which is received from any member of the public. Department service reviews shall be documented on Service Comment Report forms. The Watch Commander of the Unit shall initiate a service review by immediately interviewing any member of the public who, whether in person or by telephone, offers a comment. It is the Watch Commander's or Supervising Lieutenant's responsibility to hear every commendation or complaint, even if another Unit's personnel are involved, and to immediately complete a Watch Commander's Service Comment Report form. In cases of public input received through the mail or electronic means, the Unit Commander shall designate a Lieutenant to complete the Service Comment Report form. If a commendation or complaint concerns an employee not under the supervision of a Lieutenant, that person's designated supervisor shall complete the Service Comment Report form.

**NOTE:** When a complaint or other form of service inquiry is received from a city official, county official, or member of their staff, or from a city official, county official, or staff member on behalf of a constituent, the complaint or service inquiry shall be immediately forwarded to the concerned unit commander. The concerned unit commander shall personally make the initial contact with the complaining party and personally supervise any subsequent review, inquiry, or investigation.

**NOTE:** The Service Comment Report process is intended to document and track public input about Department performance. It shall not be used to document internally generated supervisory observations about performance. Supervisory observations shall continue to be documented in the Unit performance log, or through commendations and discipline as appropriate. As an example, if a Lieutenant from another Unit within the Department writes a letter or memorandum commending an employee, a Service Comment Report form would not be filled out. See section 3-02/140.05 for instructions on documenting internal commendations in the Performance Recording and Monitoring System.

**NOTE:** Custody Division procedures apply to inmate complaints about jail incidents and conditions, etc. The Service Comment Report form shall not be used to record complaints by inmates, friends or relatives of inmates who are non-involved or a non-aggrieved party while the inmate is in a Department custody facility. These type of complaints shall be processed pursuant to Custody Division Manual policy regarding "Referred Inmate Complaints." Department members from non-custodial units who receive a referred inmate complaint shall obtain the reporting party's name, return phone number and the inmate's name, booking number and housing facility. The receiving Department member shall inform the caller they will be contacted by the custody facility Watch Commander as soon as notifications are complete. It shall be the responsibility of the receiving member to ensure that the concerned watch commander is immediately notified regarding the complaint.

Complaints received from inmates after they have been released shall be processed on an Inmate Complaint Form (not a Watch Commander Service Comment Report form) pursuant to Custody Division Manual policy regarding "Inmate Complaints." Complaints received by a Watch Commander at a Station or Custody Facility, other than the facility at which the inmate was housed, shall be documented along with the inmate's personal information for notification, and forwarded to the appropriate facility Watch Commander to process.

**NOTE:** Members of the public who are unable to speak and/or write in English should be encouraged to submit the information in their native language.

The Watch Commander completing the Service Comment Report form shall fill in the information provided by the person offering the comment. The Watch Commander shall not require anyone who has responded to the Unit in person, or made contact by phone, to submit a commendation or complaint in writing at a later time. The Watch Commander shall place a mark in the appropriate box indicating the nature of the comment, and shall mark the appropriate sub-category(s) as accurately as possible. The Watch Commander shall write a brief synopsis of the commendation or complaint in the "Synopsis of Contact/Event" section. This section is transferred verbatim into the data base and therefore it must be completed, even if the member of the public has furnished a written account of the event. The synopsis shall be restricted to 2 to 3 sentences so that the information fits into the data base field. Any written account provided by the member of the public shall be securely attached to the Service Comment Report form.

If the commendation or complaint involves more employees or parties than provided for on the form, the additional names shall be listed on a continuation page for involved employees (SH-R-437B). This page shall be labeled with the Service Comment Report serial number and be securely attached to the Service Comment form. The Watch Commander shall then print and sign his name and employee number on the face page of the form.

**NOTE:** Watch Commander Service Comment Reports shall be completed within 30 calendar days and forwarded to Division.

If a member of the public offers a comment in person or by telephone, the Watch Commander shall inform the person that he will receive a letter in the mail from the Unit Commander acknowledging the comment. During telephonic comments or complaints, the Watch Commander shall field the call on a taped line if equipment is in place to do so, and shall provide the person with the Service Comment Report number prior to the conclusion of the telephone call. If the comment or complaint is made in person, the Watch Commander shall also do the following:

- give the complainant the green copy of the Service Comment Report form; and
- give the complainant a copy of the document "Procedures for Public Complaints" [SH-CR-596 (English or Spanish version as appropriate)].

After the reporting party green copy has been detached, the Watch Commander shall fill out the remainder of the Service Comment Report form as thoroughly as possible. The Watch Commander may also write additional narrative on a memo explaining the commendation or complaint in greater detail, if necessary, to adequately inform the Unit Commander about the service comment. This is appropriate in those cases where the reporting party has not submitted a written account and the synopsis, although sufficient for defining the commendation or complaint for data entry purposes, does not provide adequate detail to allow the Unit Commander to make an informed evaluation. The Watch Commander shall then forward the remaining copies of the Service Comment Report form to the Unit Commander. Unit Commanders shall ensure that the Service Comment Report is completed and forwarded to the Discovery Unit within 60 days of receipt of the initial complaint.

Although it is the Unit Commander's responsibility to determine the appropriate supervisory response, in some cases the Watch Commander can conduct and document much or all of the review and submit the documentation with the Service Comment Report form for the Unit Commander's approval.

**NOTE:** When there are allegations of criminal misconduct, the Service Comment Report form shall be forwarded to the concerned Unit Commander immediately and confidentially. If such a complaint is filed at another Unit, the person completing the Service Comment Report form shall also verbally notify the concerned Unit Commander as soon as possible.

## **F.2.4 San Diego Sheriff's Department**

## **San Diego County Sheriff's Department - Procedure Section**

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Employees shall not use or handle lethal or less lethal weapons (including chemical agents, saps, batons, taser guns, etc.) in a careless or imprudent manner. Employees shall use these weapons in accordance with law and established Departmental procedures. (Reviewed 1-16-2011)

### **2.51 Arrest, Search and Seizure**

Employees shall not make any arrest, search or seizure, nor conduct any investigation or official Department business, in a manner which they know or ought to know is not in accordance with law and established Department policies and procedures. (Reviewed 1-16-2011)

### **2.52 Conflicts of Interest**

No employee shall make, participate in making or in any way attempt to use his or her official position to influence a governmental decision in which the employee knows, or has reason to know, that he or she has a financial interest. (Govt. Code ' ' 1090, 87100 et seq.). (Reviewed 1-16-2011)

### **2.53 Discrimination**

Employees shall not express any prejudice or harassment concerning race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, pregnancy, marital status, gender, age, political beliefs, sexual orientation, lifestyle or similar personal characteristics.

Examples of discriminatory acts which will not be tolerated include the use of verbal derogatory comments, slurs, or jokes, derogatory pictures, cartoons or posters and actions which result in a person being treated unequally. (Reviewed 1-27-2011)

### **2.54 Sexual Harassment**

Employees shall not participate in or allow behaviors or situations that they know or should know, constitute sexual harassment as outlined in state and federal law. Employees shall take swift action to stop the offensive behavior or correct the situation. Employees shall not retaliate in any way against a complaining party or witness involved in sexual harassment allegations. (08-18-97) (Reviewed 1-16-2011)

### **2.55 Non-Biased Based Policing**

A. All investigative detentions, traffic stops, arrests, searches, and seizures of property by employees will be based on a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution, applicable case law and relevant statutory authority. Employees must be able to articulate specific facts and circumstances, which support probable cause for an arrest or search or reasonable suspicion for a traffic stop, or detention.

- All sworn staff will receive training on racial and identity profiling to include training on implicit bias. It is the expectation of the department that all staff will interact with members of the public in a professional, fair and nondiscriminatory manner.

## **SECTION 2 RULES OF CONDUCT**

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## San Diego County Sheriff's Department - Procedure Section

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- All personnel should treat the public equally without regard to race, gender, sexual orientation, gender identity or expression or disability, either physical or mental.

B. Except as provided in this procedure, employees shall not consider actual or perceived race, ethnicity, religion, national origin, sexual orientation, gender identity or expression, mental or physical disability establishing either reasonable suspicion or probable cause when conducting law enforcement activities. Such activities include, but are not limited to, traffic or pedestrian stops, or actions during a stop, such as asking questions, frisks, consensual and non-consensual searches of a person or any property, seizing any property, removing vehicle occupants during a traffic stop, issuing a citation, and making an arrest.

C. Employees may take into account a reported descriptor such as race, ethnicity, religion, national origin, sexual orientation, gender, or lifestyle of a specific suspect or suspects based on credible, reliable and relevant information that links a person(s) of a specific descriptor to a particular criminal incident(s). In a custodial setting, appropriate consideration of race, ethnicity, origin, sexual orientation, and gender may be used for purposes of housing, classification, transportation or any other matters affecting the status of a person in departmental custody when necessary for the safety and security of the person or the facility. Consideration of the above-mentioned personal characteristics shall not be used for purposes of administrative discipline.

Race, ethnicity, religion, national origin, sexual orientation, gender, or lifestyle can never be the sole factor in establishing reasonable suspicion or probable cause, but can, in the restricted circumstances described above, be one factor of the totality of the circumstances.

D. To further this effort and comply with state law, employees will be required to collect and document all information required under Assembly Bill 953, The Racial and Identity Profiling Act (RIPA). The regulations specify the reporting requirements and data that shall be collected and reported on each detention or search, including consensual searches, by a peace officer, consistent with Government Code section 12525.5, the updated definition of "racial or identity profiling" listed there, and the guidelines provided by the California Attorney General and/or California Department of Justice regarding its application. The answers are to be based on the deputy's perception at the time of the stop and not utilize external reference information, questioning, or other personal identifying information to formulate their responses.

- Data collection shall be entered using the Sheriff's RIPA specific application. The application can be accessed via a desktop computer, Mobile Data Computer (MDC), or other mobile device connected to the Sheriff's network.
- Per the statute, deputies shall enter all required data as soon as practical, but no later than the end of shift barring extreme circumstances. All entries must be entered within 24 hours of the initial contact.
- All entries shall be completed by the deputy that initiated the detention, arrest or search. The entry cannot be made by another deputy or law enforcement officer. In the event the application cannot be used for technical or logistical reasons, the information shall be temporarily recorded on a SO-210 RIPA Temporary Collection Form until access to the application can be restored, at which point the data must be entered as soon as practical. Deputies shall not collect RIPA data related to detentions/contacts that occur in a custodial setting. Per the California Department of Justice, "custodial setting" is defined as: correctional institutions, juvenile detention facilities, and jails, including parking lots and grounds within the perimeter of these enumerated facilities. Custodial setting does not include home detention or any circumstances where persons are under house arrest outside of correctional institutions, juvenile detention facilities, or jails.

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## SECTION 2 RULES OF CONDUCT

- Deputies are not required to collect RIPA data related to detentions/contacts that occur in a custodial setting at courthouses. This would apply to weapon's screening areas, holding cells and inside of a courtroom when action is taken at the direction of the court.

E. The San Diego Sheriff's Department will conduct audits of the RIPA stop data to verify compliance and accuracy of the data. The department will also review, verify and analyze the RIPA Stop Data. (07-06-20)

### **2.56 Off Duty Intervention**

In determining whether or not to intervene, the off duty peace officer should consider the totality of the situation. In a case where action is considered necessary, to prevent death, the possibility of death or serious bodily injury, significant property damage or loss, the off duty peace officer should consider the offense involved, the difficulty that being off duty tactically and operationally presents, and/or other factors as articulated and observed by the off duty peace officer.

If an off duty peace officer intervenes in the criminal conduct, he/she must, if reasonably possible, identify themselves, their agency and their intent to stop the criminal conduct. Any law enforcement action taken by the peace officer will be governed by the policies and procedures, rules and regulations that apply to on duty personnel.

When outside the limits of their jurisdiction, but within the State of California, off duty peace officers may assist any law enforcement officer who appears to be in need of immediate assistance and may assist in the prevention of the commission of any crime involving the immediate danger to persons or property, or of the escape of the perpetrator of the offense.

Off duty peace officers outside the state of California, do not have police officer powers/status and therefore have only the rights and obligations of private citizens of that state. (07-11-08) (Reviewed 1-27-2011)

## **F.2.5 San Francisco Police Department**



# DEPARTMENT NOTICE

20-125  
08/21/20

## **Department General Order 5.17 "Bias-Free Policing Policy" Update Packet #67**

The purpose of this directive is to announce the REVISION of Department General Order 5.17, Bias-Free Policing, adopted by the Police Commission on August 12th, 2020.

Members are expected to have a working knowledge of all directives as applicable to their respective assignment and comply with their provisions, per DGO 3.01.12. Members shall obey all written orders, policies and procedures of the Department, per DGO 2.01, Rule 10.

Department General Order update packet #67 is attached to this notice and is available to members on the SFPD Network Intranet site.

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

WILLIAM SCOTT  
Chief of Police

*Per DN 20-122, both sworn and non-sworn members are required to electronically acknowledge receipt and review of this Department Notice in PowerDMS. 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.*

## **BIAS-FREE POLICING POLICY**

A guiding principle of the San Francisco Police Department is its commitment to treating all people with dignity, fairness and respect. It is crucial for members to carry out their duties in a manner free from bias and eliminate any perception of policing that appears biased. This order outlines the policy for bias-free policing.

A fundamental right guaranteed by the Constitution of the United States is equal protection under the law. Along with this right is the fundamental right to be free from unreasonable searches and seizures by government agents as guaranteed by the Fourth Amendment. Department members are charged with protecting these rights for all people, regardless of race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, mental or physical disability, or socio-economic status. Police action that is biased is illegal and violates these rights. Biased policing is unsafe, unjust and ineffective. It also alienates the public, fosters distrust of police, and undermines legitimate law enforcement efforts.

### **I. POLICY**

This policy establishes the San Francisco Police Department's commitment to just, transparent and bias-free policing and reinforces existing policies and procedures that serve to assure the public that the SFPD is providing services and enforcing laws in an equitable manner. It also clarifies the limited circumstances in which members can consider race, color, ethnicity, national origin, religion, age, gender identity or expression, sexual orientation, mental or physical disability, or socio-economic status when making law enforcement decisions.

### **II. DEFINITIONS**

- A. **RACIAL & IDENTITY PROFILING.** The California Penal Code defines racial and identity profiling as the consideration of, or reliance on, to any degree, actual or perceived race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, mental or physical disability in deciding which person to subject to a stop or in deciding upon the scope or substance of law enforcement activities following a stop, except that an officer may consider or rely on characteristics listed in a specific suspect description. These activities include, but are not limited to, traffic or pedestrian stops, or actions during a stop, such as asking questions, frisks, consensual and nonconsensual searches of a person or any property, seizing any property, removing vehicle occupants during a traffic stop, issuing a citation, and making an arrest.

- B. **BIASED POLICING.** When providing law enforcement services or enforcement, bias policing occurs when law enforcement inappropriately considers characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, socio-economic status, age, cultural group, disability or affiliation with any non-criminal group.
- C. **IMPLICIT BIAS.** Implicit Bias refers to the attitudes or stereotypes that affect a person's understanding, actions, and decisions in an unconscious manner. These biases, which encompass both favorable and unfavorable assessments, are activated involuntarily and without an individual's awareness or intentional control. Implicit biases are different from known biases that individuals may choose to conceal. Rather, implicit biases are not accessible through self-reflection or examination.
- D. **BIAS BY PROXY.** Bias by proxy occurs when individuals call the police and make false or ill-informed claims of misconduct about persons they dislike or are biased against based on explicit racial and identity profiling or implicit bias. When the police act on a request for service rooted in implicit or explicit bias, they risk perpetuating the caller's bias. Members should use their critical decision-making skills drawing upon their training to assess whether there is criminal conduct.

### III. PROCEDURES

#### A. Policing Impartially

1. The Fourth Amendment of the United States Constitution and statutory authority require reasonable suspicion for investigative detentions and traffic stops, and probable cause for arrests and certain searches and seizures. To meet either standard, members must be able to articulate specific facts, circumstances, and conclusions that support the probable cause or reasonable suspicion determination.
2. Except as part of a specific individual description, members may not use, to any degree, race, color, ethnicity, national origin, age, religion, gender identity or expression, sexual orientation, mental or physical disability or socio-economic status as a basis for establishing either reasonable suspicion or probable cause; for deciding whether to initiate a consensual encounter; when requesting a consensual search; or for determining if there is a lawful basis to search.
3. Members seeking one or more specific persons who have been identified or described in part by any of the above listed characteristics may rely on them only when the characteristic is part of a specific description based upon relevant information that links a specific person to a particular unlawful incident or a call for service. The listed characteristics should not be given undue weight.

4. Members should use their critical decision-making skills drawing upon their training to assess whether there is evidence of criminal activity after independently assessing the circumstances. When carrying out their duties, members should be cognizant of racial and identify profiling, implicit bias and bias by proxy.

B. Preventing Perceptions of Biased Policing

In an effort to prevent perceptions of biased policing:

1. When conducting an investigative detention, members, with consideration for officer safety, shall do the following:
  - a. Be courteous and professional (SEE DGO 2.01, General Rules of Conduct, Rule 14).
  - b. Approach the person being stopped, identify themselves by their name and rank, and provide an explanation for the stop as soon as practical and when safe. When effecting vehicle stops, members shall provide this information before asking the driver for his or her a driver's license and registration. (SEE DGO 5.03, Investigative Detentions)
  - c. Ensure the detention is no longer than necessary to take appropriate actions for the known or suspected offense, including but not limited to conducting a pat search, and that the person understands the nature of reasonable delays. Members shall provide a Certificate of Release in accordance with the provisions in DGO 5.03, Investigative Detentions.
  - d. Answer questions the person may have regarding the stop, including an explanation of options for traffic citation disposition, if relevant. (SEE DGO 5.03, Investigation Detentions)
2. For consensual encounters (see DGO 5.03), members shall provide, if requested:
  - a. The member's name, star number, and assignment. (SEE DGO 2.01, General Rules of Conduct, Rule 14)
  - b. Written information regarding the filing of a commendation or complaint that includes the SFPD's and the DPA's website addresses. (SEE DGO 2.04, Complaints Against Officers)

C. Training

1. The California State legislature has enacted Penal Code § 13519.4 mandating additional training for all California law enforcement officers to foster mutual respect and cooperation between law enforcement and members of all racial, identity and cultural groups. To comply with this mandate, the Training Division shall develop training that is informed by contemporary, evidence-based best practices that includes, but is not limited to:
  - a. Identification of key indices and perspectives that make up racial, identity and cultural differences among residents;
  - b. Negative impact of intentional and implicit biases, prejudices, and stereotyping on effective law enforcement, including examination of how historical perceptions of discriminatory enforcement practices have harmed police-community relations and contributed to injury, death, disparities in arrest, detention and incarceration rights, and wrongful convictions;
  - c. The history and role of the civil and human rights movement and struggles and their impact on law enforcement;
  - d. Specific obligations of peace officers in preventing, reporting and responding to discriminatory or biased practices by fellow peace officers;
  - e. Perspectives of diverse, local constituency groups and experts on particular racial, identity, and cultural and police-community relations; and
  - f. The prohibition against racial or identity profiling.
2. The Training Division shall ensure that both sworn and civilian members of SFPD attend training that is consistent with legislative, Peace Officer Standards and Training (P.O.S.T.) and SFPD requirements, including but not limited to:
  - a. Equal Employment Opportunity/Harassment
  - b. Principled Policing and Procedural Justice
  - c. Racial and Cultural Diversity and Racial Profiling
  - d. Creating an Inclusive Environment
  - e. Managing Implicit Biases
  - f. Bias by Proxy



D. Member's Responsibility and Compliance

All members are responsible for knowing and complying with this policy. Any member who becomes aware of biased policing, as defined by this DGO 5.17, or any other violation of this policy shall report it in accordance with established procedure.

References:

DGO 2.01, General Rules of Conduct  
DGO 2.04, Complaints Against Officers  
DGO 5.03, Investigative Detentions  
Penal Code Section 13519.4

## **F.2.6 Los Angeles Police Department**

OFFICE OF THE CHIEF OF POLICE

APPROVED BY THE BOARD OF POLICE COMMISSIONERS

NOVEMBER 5, 2019

ADMINISTRATIVE ORDER NO. 19

November 8, 2019

**SUBJECT: DEFINITIONS OF TERMS USED IN THE DEPARTMENT MANUAL – REVISED; AND, POLICY PROHIBITING BIASED POLICING – REVISED**

**BACKGROUND:** The Constitution of the United States guarantees equal protection to all individuals within its borders. The Department's mandate to provide Constitutional Policing to all residents of the City regardless of their demographic characteristics was first outlined in Special Order No. 40, *Undocumented Aliens*, dated November 27, 1979. Furthermore, Title VI of the Civil Rights Act of 1964 specifically states: "No person in the United States shall, on the ground of race, color, or national origin, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any program or activity [of any agency] receiving Federal financial assistance."

**PURPOSE:** On March 21, 2017, the Mayor of the City of Los Angeles issued Executive Directive No. 20, *Standing with Immigrants: A City of Safety, Refuge, and Opportunity for All*, to reaffirm the City of Los Angeles' commitment to remain a sanctuary for all persons, regardless of their circumstances. The purpose of this Order is to reiterate the Department's commitment to providing unbiased Constitutional Policing; and, to revise policy prohibiting biased policing based upon immigration or employment status, language fluency, and homeless circumstance.

**PROCEDURE:**

- I. DEFINITIONS OF TERMS USED IN THE DEPARTMENT MANUAL – REVISED.** Department Manual Section 0/030, *Definitions of Terms Used in the Department Manual*, has been revised and attached, with the revisions indicated in italics.
- II. POLICY PROHIBITING BIASED POLICING – REVISED.** Department Manual Section 1/345, *Policy Prohibiting Biased Policing*, has been revised and attached, with the revisions indicated in italics.

**AMENDMENTS:** This Order amends Sections 0/030 and 1/345 of the Department Manual.

**AUDIT RESPONSIBILITY:** The Commanding Officer, Audit Division, shall review this directive and determine whether an audit or inspection shall be conducted in accordance with Department Manual Section 0/080.30.

  
MICHEL R. MOORE  
Chief of Police

Attachments

DISTRIBUTION "D"

## DEPARTMENT MANUAL

### Volume I

Revised by Administrative Order No. 19

November 8, 2019

**345. POLICY PROHIBITING BIASED POLICING.** Discriminatory conduct on the basis of *an individual's actual or perceived* race, religion, color, ethnicity, national origin, age, gender, gender identity, gender expression, sexual orientation, disability, *immigration or employment status, English language fluency or homeless circumstance*, is prohibited *while performing any law enforcement activity*. All law enforcement contacts and activities, including, but not limited to, calls for service, investigations, police-initiated stops or detentions, and activities following stops or detentions, shall be unbiased and based on legitimate, articulable facts, consistent with the standards of reasonable suspicion or probable cause as required by federal and state laws. *Officers shall not initiate police action where the objective is to discover the civil immigration status of any person and shall strictly adhere to the Department's immigration enforcement guidelines as outlined in Department Manual Sections 4/264.50 and 4/264.55.*

Department personnel may not use race, religion, color, ethnicity, national origin, age, gender, gender identity, gender expression, sexual orientation, disability (to any extent or degree), *immigration or employment status, English language fluency or homeless circumstance as a basis for* conducting any law enforcement activity, including stops and detentions, except when engaging in the investigation of appropriate suspect-specific activity to identify a particular person or group. Department personnel seeking one or more specific persons who have been identified or described in part by their race, religion, color, ethnicity, national origin, age, gender, gender identity, gender expression, sexual orientation, disability (*to any extent or degree*), *immigration or employment status, English language fluency or homeless circumstance*; may rely, in part, on the specified identifier or description only in combination with other appropriate identifying factors; and may not *grant* the specified identifier or description undue weight.

*A failure to comply with this policy is counterproductive to professional law enforcement and is considered serious misconduct. Any employee who becomes aware of biased policing or any other violation of this policy shall report it in accordance with established Department procedures.*

DEPARTMENT MANUAL

VOLUME 0

Revised by Administrative Order No. 19

November 8, 2019

**030. DEFINITIONS OF TERMS USED IN THE DEPARTMENT MANUAL.** The following words and terms have the meanings herein assigned, unless it is apparent from the content that they have a different meaning:

**Adult.** “Adult” means any person eighteen years of age or older.

**Board.** “Board” means the Board of Police Commissioners.

**Booking.** “Booking” means the process of registering in Department records the custody of persons or property.

**Business Hours.** “Business Hours” means 0830 hours to 1700 hours, Monday through Friday, excluding legal holidays.

**CHP.** “CHP” refers to the California Highway Patrol.

**CHP Officer.** “CHP Officer” means those employees of the California Highway Patrol, regardless of rank, defined in Section 2250 of the California Vehicle Code.

**Call.** “Call” means a visit made by an employee in response to a station assignment, a request from a private person, or a Department communication, or in furtherance of an investigation or an assignment.

**Charter.** “Charter” means the Charter of the City of Los Angeles.

**City.** “City” means the City of Los Angeles.

**Civilian Employee.** “Civilian Employee” means any employee of the Department other than a police officer of the City of Los Angeles, as defined in Section 1302 (a) of the City Charter.

**Conduct Evaluation Process.** The “Conduct Evaluation Process” is used to determine if the employee engaged in any activity that would legally preclude him *or* her from holding the position of peace officer in the State of California.

**Consent Decree.** “Consent Decree” means a binding agreement between the United States Department of Justice and the City of Los Angeles.

**County.** “County” means the County of Los Angeles.

**DMV.** “DMV” refers to the California State Department of Motor Vehicles.

**Department.** “Department” means the Los Angeles Police Department.

**Department Property.** “Department Property” means any City-owned property controlled by the Department.

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**Employee/Personnel.** The terms “Employee” and “Personnel” are used interchangeably and apply to **any** person employed by the Department. These terms also apply to reserve officers while on-duty.

**Employment Status.** *The term “Employment Status” means the situation where a person may be perceived as not having gainful employment.*

**Extended Leave Officer.** An “Extended Leave Officer” means any officer that has been absent from work for any reason, in excess of 365 calendar days, but has not been separated (terminated, resigned, or retired) from the Department, except those assigned to home with pay.

**Homeless Circumstance.** *The term “Homeless Circumstance” means the situation in which: (i) An individual or family lacks fixed, regular, and adequate nighttime residence; (ii) An individual or family with a primary nighttime residence in a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings (including a car, park, abandoned building, bus or train station, airport, or camping ground); (iii) An individual or family is living in a supervised publicly or privately operated shelter designed to provide temporary living arrangements (including hotels and motels paid for by federal, state, or local government programs for low-income individuals or by charitable organizations, congregate shelters, and transitional housing); or, (iv) An individual or family who resided in a shelter or place not meant for human habitation and is exiting an institution where he or she temporarily resided.*

**Immigration Status.** *The term “Immigration Status” means the basis for which a non-United States citizen is in the United States (e.g., undocumented, non-immigrant visa, permanent resident).*

**Judicially-Restored Officer.** A “Judicially-Restored Officer” means any officer that has been terminated from the Department and then ordered to be reinstated by a court of law.

**Juvenile.** “Juvenile” means any person under the age of eighteen years.

**English Language Fluency.** *The term “English Language Fluency” refers to ones’s ability to read, write, speak, or understand English. Individuals may also be described as “Limited English Proficiency” or “LEP” persons.*

**Metropolitan (Central) Area.** “Metropolitan Area” means that territory lying within the geographic limits of Central, Southwest, Southeast, Hollenbeck, Hollywood, Wilshire, Northeast, 77th Street, Newton, Olympic and Rampart Areas.

**Minor.** “Minor” means any person under the age of eighteen years.

**Exception:** A person under the age of twenty-one years is be considered a minor with respect to the following:

- Sentencing and commitment of persons to the California Youth Authority.

## DEPARTMENT MANUAL

### VOLUME 0

Revised by Administrative Order No. 19

November 8, 2019

- Veterans' benefits.
- Alcoholic Beverage Control Act.

**Officer/Sworn Personnel.** "Officer" and "Sworn Personnel" are used interchangeably and apply to those employees of the Department, regardless of rank, who are "...sworn in, as provided by law, to perform the duties of a regular police officer of the City of Los Angeles..." [Section 1302 (a) of the City Charter]. These terms also apply to reserve officers while on-duty.

**Exception:** The term "Officer" when preceded by a modifier may pertain to other than sworn personnel (e.g., detention officer, traffic officer).

**Outlying Areas.** "Outlying Areas" means that territory lying within the geographic limits of Devonshire, Foothill, Harbor, North Hollywood, Van Nuys, Pacific, West Los Angeles, West Valley, Mission and Topanga Areas.

**Permanent Employee.** "Permanent Employee" means any person employed by the Los Angeles Police Department who has completed entry-level employment probation.

**Photograph.** The use of the term "Photograph" includes visual images that are either film-based or electronically captured (e.g., digitally-generated images, videotape still, laser copies of image sources).

**Police Work of Major Importance.** "Police Work of Major Importance" means police activities involving the arrest, processing, and detention of felony suspects and intoxicated drivers, and activities necessary to the immediate interest of public safety and protection of life and property. *These investigations will be limited to those activities which include felonies, deaths, serious injuries, and City-property involved traffic collisions involving injuries or substantial property damage.*

**Rank.** "Rank" means the civil service title of the classification held by an officer.

**SVS.** "SVS" refers to the California Department of Justice, Stolen Vehicle System.

**Undercover Assignment.** An "Undercover Assignment" consists of an officer assigned to a non-uniform operation requiring anonymity or blending into a group or environment to gather evidence or intelligence. *In these assignments, the disclosure of the employee's identity as a police officer would pose a significant safety risk. This assignment could include the role of an undercover operator, undercover support, close-cover operator or surveillance operator.*

## **F.2.7 Riverside Sheriff's Department**



## Bias-Based Policing

### 406.1 PURPOSE AND SCOPE

This policy provides guidance to department members that affirms the Riverside County Sheriff's Department's commitment to policing that is fair, objective and constitutional.

#### 406.1.1 DEFINITIONS

Definitions related to this policy include:

**Bias-based policing** - An inappropriate reliance on characteristics such as race, ethnicity, national origin, religion, sex, sexual orientation, gender identity or expression, economic status, age, cultural group, disability or affiliation with any non-criminal group (protected characteristics) as the basis for providing differing law enforcement service or enforcement (Penal Code § 13519.4).

### 406.2 POLICY

The Riverside County Sheriff's Department is committed to providing law enforcement services to the community with due regard for the racial, cultural or other differences of those served. It is the policy of this department to provide law enforcement services and to enforce the law equally, fairly, objectively and without discrimination toward any individual or group.

### 406.3 BIAS-BASED POLICING PROHIBITED

Bias-based policing is strictly prohibited.

However, nothing in this policy is intended to prohibit a deputy from considering protected characteristics in combination with credible, timely and distinct information connecting a person or people of a specific characteristic to a specific unlawful incident, or to specific unlawful incidents, specific criminal patterns or specific schemes.

#### 406.3.1 CALIFORNIA RELIGIOUS FREEDOM ACT

Members shall not collect information from a person based on religious belief, practice, affiliation, national origin or ethnicity unless permitted under state or federal law (Government Code § 8310.3).

Members shall not assist federal government authorities (Government Code § 8310.3):

- (a) In compiling personal information about a person's religious belief, practice, affiliation, national origin or ethnicity.
- (b) By investigating, enforcing or assisting with the investigation or enforcement of any requirement that a person register with the federal government based on religious belief, practice, or affiliation, or national origin or ethnicity.

### 406.4 MEMBER RESPONSIBILITIES

Every member of this department shall perform his/her duties in a fair and objective manner and is responsible for promptly reporting any suspected or known instances of bias-based policing to a

## *Bias-Based Policing*

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supervisor. Members should intervene to prevent any biased-based actions by another member, regardless of rank.

### **406.4.1 REASON FOR CONTACT**

Deputies contacting a person shall be prepared to articulate sufficient reason for the contact, independent of the protected characteristics of the individual.

To the extent that written documentation would otherwise be completed (e.g., arrest report, field interview (FI) card), the involved deputy should include those facts giving rise to the contact, as applicable.

Except for required data-collection forms or methods, nothing in this policy shall require any deputy to document a contact that would not otherwise require reporting.

### **406.4.2 REPORTING OF STOPS - R.I.P.A.**

Unless an exception applies under 11 CCR 999.227, a deputy conducting a stop of a person shall collect the data elements required by 11 CCR 999.226 for every person stopped and prepare a stop data report. When multiple deputies conduct a stop, the deputy with the highest level of engagement with the person shall collect the data elements and prepare the report (11 CCR 999.227).

If multiple agencies are involved in a stop and the Riverside County Sheriff's Department is the primary agency, the Riverside County Sheriff's Department deputy shall collect the data elements and prepare the stop data report (11 CCR 999.227).

The stop data report should be completed by the end of the deputy's shift or as soon as practicable. It must; however, be submitted within 24 hours of the event. (11 CCR 999.227).

### **406.5 REPORTING TO CALIFORNIA DEPARTMENT OF JUSTICE**

The Internal Affairs Bureau Manager shall ensure that all data required by the California Department of Justice (DOJ) regarding complaints of racial bias against deputies is collected and provided to the Records Manager for required reporting to the DOJ (Penal Code § 13012; Penal Code § 13020).

Supervisors should ensure that data stop reports are provided to the Records Manager for required annual reporting to the DOJ (Government Code § 12525.5) per station or bureau procedure(s).

### **406.6 TRAINING**

Training on fair and objective policing and review of this policy should be conducted as directed by the Training Bureau.

- (a) All sworn members of this department will be scheduled to attend Peace Officer Standards and Training (POST)-approved training on the subject of bias-based policing.

# Riverside County Sheriff's Department

Riverside County Sheriff's Department Standards Manual (DSM)

## *Bias-Based Policing*

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- (b) Pending participation in such POST-approved training and at all times, all members of this department are encouraged to familiarize themselves with and consider racial and cultural differences among members of this community.
- (c) Each sworn member of this department who received initial bias-based policing training will thereafter be required to complete an approved refresher course every five years, or sooner if deemed necessary. (Penal Code § 13519.4(i)).

# **G.1 Long Beach Police Department**



# Long Beach Police Department Citizen Complaint Questionnaire



Date:		Time:		P.D.1040.006 (12/13)	
Reporting Party's Name (Last, First, MI)				Driver's License #	
Address			City/State/Zip		
Contact Phone		Alternate Phone		E-mail Address	
Sex	Race	DOB	Date & Time of Incident		Location of Incident
Name of Supervisor Contacted (if any)				Incident Report # / Call # / Cite # ( If known)	
If Injured - Describe Injuries					
If seen by a Doctor - Doctor's Name & Phone Number					
Employee Name(s) / Badge Number (s) - (If Applicable), or Description of Employee(s)					
If Delay in Reporting - Explain Reason					
List any Evidence (Video - Photographs, etc)					
Witness Name			Address/City/Zip		
Contact Number			D.O.B		Drivers License #
Witness Name			Address/City/Zip		
Contact Number			D.O.B		Drivers License #
Witness Name			Address/City/Zip		
Contact Number			D.O.B		Drivers License #
Attorney's Name, Address & phone Number ( If Applicable)					

Office Use Only					
Medical Release Form	Yes	No	Date		
Photographs Taken	Yes	No	Date	DR#	Received by





# Departamento de Policia de Long Beach

## Formulario de Denuncia Ciudadana



P.D.1040.006 (12/13)

Fecha:		Hora:			
Nombre de la Persona Reportando (Apellido, Nombre,)				Numero de Licencia	
Direccion			Ciudad/Estado/ Zona Postal		
Numero de Telefono		Telefono Alternativo	Correo Electronico / E-mail		
Sexo	Raza	Fecha de Nacimiento	Fecha y Hora del Incidente	Lugar del Incidente	
Nombre del Supervisor Contactado (si contacto)				Numero del Reporte/ Numero de Llamada /Numero de Cita (si la sabe)	
Si esta herido – Describa sus Heridas					
Si tuvo que ver el Doctor – Nombre del Doctor y Numero de Telefono					
Nombre(s) del Empleado / Numero de Placa (s) - (Si Disponible), o Descripcion de Empleado(s)					
Si se Tardo en Reportar – Explique porque o Escriba Razon porque la Tardancia					
Tiene Evidencia (Videos, Fotografias, etc)					
Nombre de Testigo			Direccion/ Ciudad / Zona Postal		
Numero de Telefono		Fecha de Nacimiento	Numero de Licencia		
Nombre de Testigo			Direccion/ Ciudad / Zona Postal		
Numero de Telefono		Fecha de Nacimiento	Numero de Licencia		
Nombre de Testigo			Direccion/ Ciudad / Zona Postal		
Numero de Telefono		Fecha de Nacimiento	Numero de Licencia		
Nombre de Abogado, Direccion y Numero de Telefono (Si es Disponible)					

**Office Use Only (Esta informacion sera complete por El Departamento de Policia)**

Medical Release Form    Yes    No    Date

Photographs Taken        Yes    No    Date        DR # \_\_\_\_\_ Received by \_\_\_\_\_







# CITY OF LONG BEACH

POLICE DEPARTMENT

400 WEST BROADWAY • LONG BEACH • CALIFORNIA 90802 • (562) 570-7260 • FAX (562) 570-7114

**Robert G. Luna**  
*Chief of Police*

## CITIZEN COMPLAINT PROCEDURE

### INTRODUCTION

The Chief of Police has a legal mandate to ensure procedures exist for investigating complaints made by members of the public against Police Department personnel.

The employees of the Long Beach Police Department are carefully selected, highly trained and serve with a pride of professionalism. However, as in any large organization, deviations from ideal performance occur. Allegations of misconduct against Department personnel are investigated thoroughly and objectively, and appropriate action taken, with the goals of maintaining the integrity of the Department and the confidence of the public.

The proper administration of law enforcement will only be assured if a highly professional police agency is maintained. The Long Beach Police Department has made diligent efforts to achieve this professional status and it is our desire to provide the means whereby it will be sustained.

### PROCEDURES

Every citizen has the right to make a complaint against any employee of the Police Department. The complaint may be made to any supervisor or the Internal Affairs Division. A complaint may be made in person, by telephone, by mail, by email, or by a person not directly involved in the incident. Complaints may also be made anonymously. The Department will release to the complaining party a copy of his or her own signed statement when the complaint is filed in person. All others will be mailed.

#### **Once a complaint is received, the following procedure is followed:**

1. The complaint is forwarded to the Internal Affairs Division where it is given a file number and assigned for investigation.
2. The person filing the complaint will be sent a letter acknowledging the Department has received the complaint and indicating the file number.
3. Upon completion of the investigation, the case will be forwarded to the Deputy Chiefs and/or Chief of Police for final disposition and appropriate action.
4. After the Police Department completes its review of the case, an independent review is conducted by the Citizen's Police Complaint Commission (CPC). The complainant will be sent another letter advising that the investigation has been completed and that both reviews have been conducted.

Note: the average time it takes to process and investigate a complaint is between 3 and 6 months, however each case is unique.

ADMINISTRATION BUREAU  
(562) 570-5830  
FAX (562) 570-5833

INVESTIGATIONS BUREAU  
(562) 570-7350  
FAX (562) 570-5837

PATROL BUREAU  
(562) 570-7214  
FAX (562) 570-7058

SUPPORT BUREAU  
(562) 570-7342  
FAX (562) 570-6018 **289**

## Citizen Complaint Procedures

### HOW TO FILE A COMPLAINT

The following information is important when filing a complaint:

- The officer's name and description, badge number, and vehicle number, if obtained
- Witnesses names, addresses and telephone numbers
- Any other evidence you feel may be important such as copies of citations, photographs, etc.
- If you are injured, it is important that you file your complaint as soon as possible so that photographs can be taken and medical records obtained quickly.

To obtain this form in other languages, refer to:

[www.longbeach.gov/police/info/complaints/default.asp](http://www.longbeach.gov/police/info/complaints/default.asp)

***You may also file your complaint via email directly to:***

**[Internal.Affairs@longbeach.gov](mailto:Internal.Affairs@longbeach.gov)**

Department investigators make every effort to uncover the truth in each situation. In those cases where a citizen feels that a proper investigation has not been conducted, the citizen may contact any of the below listed agencies:

Long Beach Police Department 400 West Broadway Long Beach, CA 90802 (562) 570-7236	Citizen Police Complaint Commission Long Beach City Hall 13th Floor 333 West Ocean Boulevard Long Beach, CA 90802 (562) 570-6891
District Attorney's Office Los Angeles County 275 Magnolia Avenue Ste. 3195 Long Beach, CA 90802 (562) 247-2000	Long Beach Police Department INTERNAL AFFAIRS DIVISION 400 West Broadway Long Beach, CA 90802 (562) 570-7343
Attorney General's Office State of California Attn: Public Inquiry Unit P.O. Box 94425 Sacramento, CA 94244	Grand Jury Los Angeles County B-303 Criminal Courts Building 210 West Temple Los Angeles, CA 90012
Federal Bureau of Investigation 501 W. Ocean Boulevard Suite #7370 Long Beach, CA 90802 (562) 432-6951	

This information is available in an alternative format by request to the Personnel Administrator at (562) 570-7120.



# CIUDAD DE LONG BEACH

DEPARTAMENTO DE POLICIA

400 WEST BROADWAY • LONG BEACH • CALIFORNIA 90802 • (562) 570-7260 • FAX (562) 570-7114

**Robert G. Luna**  
*Jefe de Policía*

## PROCEDIMIENTO DE PRESENTAR QUEJAS PARA EL PUBLICO

### INTRODUCCIÓN

El Jefe de Policía tiene el mandato legal de asegurar que existan procedimientos para investigar quejas recibidas por los miembros del público en contra de personal del Departamento de Policía.

Los empleados del Departamento de Policía de Long Beach son cuidadosamente seleccionados, altamente entrenados y proveen un servicio con orgullo y profesionalismo. Sin embargo, como en cualquier organización grande, ocurren desviaciones del desempeño ideal de servicios. Las acusaciones de conducta inapropiada en contra de personal del Departamento se investigan detalladamente y objetivamente. Al concluir una investigación, se toman medidas apropiadas, con el objetivo de mantener la integridad del Departamento y la confianza del público.

La administración de leyes apropiadas sólo puede ser asegurada si se mantiene una agencia de policía altamente profesional. El Departamento de Policía de Long Beach ha hecho esfuerzos diligentes para lograr este estatus profesional y es nuestro deseo de proporcionar los medios para mantenerlos.

### PROCEDIMIENTOS

Cada miembro del publico tiene derecho a presentar una queja en contra de cualquier empleado del Departamento de Policía. La queja podrá presentarse ante cualquier supervisor o a la División de Asuntos Internos. Una queja se puede presentar en persona, por teléfono, por correo, por correo electrónico, o por una persona que no esta directamente involucrado en el incidente. Las quejas también pueden hacerse de forma anónima. El Departamento le dará al acusador una copia de la queja con su declaración firmada cuando la queja se presenta en persona. Todos los demás serán enviados por correo.

#### Al presentar una queja, se iniciara el siguiente procedimiento:

1. La denuncia se remite a la División de Asuntos Internos donde se le asignara un número de caso y después, es asignado para investigarse.
2. A la persona presentando la queja se le enviará una carta, con el numero del caso, confirmando que el Departamento ha recibido la queja.
3. Al terminar la investigación, el caso se remitirá a los Subjefes y/o al Jefe de Policía para la disposición final y la acción apropiada.
4. Después de que el Departamento de Policía complete su revisión del caso, una revisión independiente será conducido por la Comisión Ciudadana de Quejas contra la Policía (CPCC.) Al demandante se le enviará otra carta informando que la investigación ha concluido y que ambas revisiones se han realizado.

Nota: El tiempo aproximado que se tarda en procesar y investigar una queja es entre 3 y 6 meses, sin embargo cada caso es distinto.

## INSTRUCCIONES PARA PRESENTAR UNA QUEJA

**La siguiente información es importante al presentar una queja:**

- El nombre y descripción del oficial, número de placa, y el número de vehículo, si es obtenido.
- El nombre(s), direcciones y números de teléfono de los testigos.
- Cualquier otra evidencia que puede ser importante como copias de las multas, fotografías, etc.
- Si está lesionado, es importante que usted presente su queja tan pronto como sea posible para que se puedan tomar fotografías y obtener registros médicos lo mas pronto posible.

Para obtener este documento en otro idioma, visite la pagina de web:

<http://longbeach.gov/police/info/complaints/default.asp>

**También puede presentar su queja por correo electrónico directamente a la siguiente dirección:**  
[Internal.Affairs@longbeach.gov](mailto:Internal.Affairs@longbeach.gov)

Investigadores del Departamento de Policía hacen todo lo posible para descubrir la verdad en cada situación. En aquellos casos en que un demandante siente que una investigación adecuada no se ha realizado, puede comunicarse con cualquiera de las siguientes agencias:

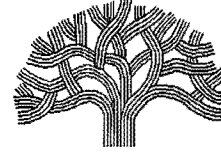
Long Beach Police Department 400 West Broadway Long Beach, CA 90802 (562) 570-7236	Citizen Police Complaint Commission Long Beach City Hall 13th Floor 333 West Ocean Boulevard Long Beach, CA 90802 (562) 570-6891
District Attorney's Office Los Angeles County 275 Magnolia Avenue Ste. 3195 Long Beach, CA 90802 (562) 247-2000	Long Beach Police Department INTERNAL AFFAIRS DIVISION 400 West Broadway Long Beach, CA 90802 (562) 570-7343
Attorney General's Office State of California Attn: Public Inquiry Unit P.O. Box 94425 Sacramento, CA 94244	Grand Jury Los Angeles County B-303 Criminal Courts Building 210 West Temple Los Angeles, CA 90012
Federal Bureau of Investigation 501 W. Ocean Boulevard Suite #7370 Long Beach, CA 90802 (562) 432-6951	

Esta información está disponible en una forma alternativa y puede solicitarla con el Administrador de Personal llamando al (562) 570-7120.

## **G.2 Oakland Police Department**



## City of Oakland Citizens' Complaint Form



Internal Affairs Division  
250 Frank H. Ogawa Plaza, Suite C  
Oakland, CA 94612  
Tel # (510) 238-3161 \* TDD (510) 777-3333  
Fax # (510) 238-3014

Citizens' Police Review Board  
250 Frank H. Ogawa Plaza, Suite 6302  
Oakland, CA 94612  
Tel # (510) 238-3159 \* TDD (510) 238-2007  
Fax # (510) 238-7084  
<http://www.oaklandnet.com/cprb.html>

---

Dear Citizen:

If you wish to file a complaint using the Citizen's Complaint Form, please:

1. Complete the Citizen's Complaint Form thoroughly and be sure to:
  - Include the date, time and location of occurrence.
  - Provide possible identification of the officer(s), or employee(s).
  - Provide specific, detailed descriptions of what occurred.
  - List names, addresses and telephone numbers of witnesses.
  - Sign and date the form.
2. If you wish to have your complaint considered only by the Internal Affairs Division (IAD), mail or fax a copy of your complaint to IAD at the above IAD address.
3. If you wish to have your complaint considered by the Citizens' Police Review Board, you must mail or fax a copy of your complaint to the Citizens' Police Review Board or file it with the Board at the above Board address.
5. Refold, tape or staple the completed forms, place a stamp in the upper right hand corner and mail it back. If you have any questions regarding the Citizen's Complaint Form, call either the:

Internal Affairs Division  
(510) 238-3161

or

Citizens' Police Review Board  
(510) 238-3159



---

### Notice and Releases

The CITIZENS' POLICE REVIEW BOARD (CPRB) also investigates complaints against the police. The CPRB process (civilian complaint review) is a PUBLIC PROCESS. This means that all the information you provide to the CPRB and any information you authorize the OAKLAND POLICE DEPARTMENT to release to the CPRB will be maintained in CPRB files indefinitely and may be released to the public. You may, however, keep your address and telephone number confidential.

I have read and understood that the information gathered during the investigation may be released to the public. I authorize the release of my address  (check) and telephone numbers  (check) I provided on this Complaint Form.

---

Complainant's Signature

Date

In order for the CPRB to effectively investigate your complaint, you must authorize the OAKLAND POLICE DEPARTMENT to release to the CPRB the following information to which you are entitled by law [Cal. Gov't Code § 6254 (f)]: any statements you have given or may give in the future to the OAKLAND POLICE DEPARTMENT regarding this incident, the names and addresses of persons involved in or witnesses to the incident (other than confidential informants), the description of any property involved, the date, time, and location of the incident, all diagrams, statements of the parties involved in the incident, and statements of all witnesses (other than confidential informants).

I have read and understood the above and authorize the OAKLAND POLICE DEPARTMENT to release the above information to the CPRB.

---

Complainant's Signature

Date



FOLD ON DOTTED LINE

From

---

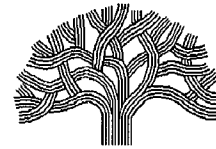
---

---

Place  
Stamp  
Here



**Ciudad de Oakland  
Formulario de Queja**



Internal Affairs Division  
250 Frank H. Ogawa Plaza, Suite C  
Oakland, CA 94612  
Tel # (510) 238-3161 \* TDD (510) 777-3333  
Fax # (510) 238-3014

Citizens' Police Review Board  
250 Frank H. Ogawa Plaza, Suite 6302  
Oakland, CA 94612  
Tel # (510) 238-3159 \* TDD (510) 238-2007  
Fax # (510) 238-7084  
<http://www.oaklandnet.com/cprb.html>

---

Estimado constituyente:

Si desea presentar una queja usando el formulario de queja, por favor:

1. Complete el Formulario de Queja y asegúrese que:
  - Incluya la fecha, hora y lugar de lo ocurrido.
  - Provea la identificación del oficial u oficiales o empleado(s).
  - Provea descripciones detalladas específicas de lo que ocurrió.
  - Liste los nombres, direcciones y teléfonos de los testigos.
  - Firme el formulario y no olvide la escribir la fecha.
2. Si desea que su queja sea considerada solo por la División de Asuntos Internos (Internal Affairs Division, IAD), envíe por correo, fax una copia de su queja a IAD a la dirección mencionada.
3. Si desea que su queja sea considerada por el Comisión Ciudadana de Vigilancia de la Policía (Citizens' Police Review Board, CPRB) usted debe enviar por correo o fax una copia de su queja o presentarla en la dirección mencionada.
5. Doble o engrape el formulario completo, póngale timbres postales en la esquina superior de la derecha y envíela por correo. Si tiene preguntas sobre el Formulario de Queja, llame a cualquiera de las siguientes oficinas:

Internal Affairs Division  
(División de Asuntos Internos)  
(510) 238-3161

o Citizens' Police Review Board  
(Comisión Ciudadana de Vigilancia de la Policía)  
(510) 238-3159

TF-3039 (5/03)



**Ciudad de Oakland y  
Departamento de Policía de Oakland**

**Formulario para Presentar Quejas**  
TF-3039b (2/06)

<b>No. de Incidente CAD:</b>	<b>No. de Caso:</b>	<b>Fecha en que se Selló</b>
------------------------------	---------------------	------------------------------

<b>APELLIDO, Nombre e Inicial del 2º nombre del demandante</b> <input type="checkbox"/> Hombre <input type="checkbox"/> Mujer	<b>Raza:</b> <input type="checkbox"/> Asiático <input type="checkbox"/> Hispano <input type="checkbox"/> Nativo Norteamericano <input type="checkbox"/> Negro <input type="checkbox"/> Blanco <input type="checkbox"/> Originario de las Islas del Pacífico <input type="checkbox"/> Otro _____			<b>Fecha de nacimiento</b>
	<b>Dirección Ciudad</b> <input type="checkbox"/> Oakland <b>Código Postal</b>	<b>Teléfono en el hogar</b> ( )	<b>Teléfono en el trabajo</b> ( )	
<b>Persona/Supervisor que recibe la queja (otra que no pertenezca a IAD o CPRB)</b>	<b>Nº de serie</b>	<b>Unidad de Asignación Regular</b>	<b>Fecha</b>	<b>Hora</b>

*Llene esta sección si el Demandante es menor de edad o si lo está ayudando otra persona*

<b>APELLIDO, Nombre e Inicial del 2º nombre</b>	<b>Parentesco con el Demandante</b>
<b>Dirección Ciudad</b> <input type="checkbox"/> Oakland <b>Código postal</b>	<b>Teléfono en el hogar</b> ( ) <b>Teléfono en el trabajo</b> ( )

<b>Lugar donde ocurrieron los hechos</b>	<b>Día</b>	<b>Fecha</b>	<b>Hora</b> <input type="checkbox"/> AM <input type="checkbox"/> PM
--	------------	--------------	---

**Identidad del personal involucrado**

No. de Placa	<input type="checkbox"/> Nombre / No. de Vehículo, etc. <input type="checkbox"/> Agente <input type="checkbox"/> Guardabosque <input type="checkbox"/> Agente de la correccional <input type="checkbox"/> Persona Civil	Sexo	Raza

Breve descripción con sus propias palabras. (Si necesita más espacio, use una hoja adicional. Si tiene alguna pregunta, llame a la División de Asuntos Internos al 510-238-3161 o a la Comisión Ciudadana de Vigilancia de la Policía al 510 238-3159.)


<b>¿Tuvo lesiones?</b> <input type="checkbox"/> No <input type="checkbox"/> Sí (Describa)	<b>¿Qué desea obtener como resultado de esta queja?</b>
---	---

Nombre del Testigo (APELLIDO, Nombre, 2º Nombre)	Dirección Ciudad/Código Postal	Teléfono (Incluya el Código de Área)

He leído y comprendo esta declaración, la cual he hecho por mi propia voluntad, y la Información contenida en la misma es verdadera y correcta a mi mejor saber y entender.

Firma del Demandante X \_\_\_\_\_ Fecha \_\_\_\_\_

**Para uso oficial exclusivamente**

<b>Marque todas las categorías correspondientes:</b>		
<input type="checkbox"/> Fuerza	<input type="checkbox"/> Conducta	<input type="checkbox"/> Falsedad
<input type="checkbox"/> Trámite:	<input type="checkbox"/> Parcialidad/Discriminación	
Otro _____		

<b>Queja recibida por</b> <input type="checkbox"/> Visita Personal <input type="checkbox"/> Correo <input type="checkbox"/> Fax	<b>Fecha en que fue recibida</b>
<b>Oficial/Personal que la recibió.</b>	<input type="checkbox"/> IAD <input type="checkbox"/> CPRB

Enviar copia del permiso y de la solicitud a: IAD

Demandante (cuando sea necesario)

Oficina Involucrada/ Empleado a través de la cadena de mando

**IMPORTANT:**

Stay at home. Get COVID-19 Updates, Information, and Resources.

[READ MORE »](#)

Oakland → Services → [Report Police Misconduct](#)

## Report Police Misconduct

Members of the public can file complaints related to police behavior two ways: directly with the Oakland Police Department (OPD) or with the independent Citizens' Police Review Agency

Members of the public can visit the [Citizens' Police Review Agency \(CPRA\) here](#) to file a complaint, or...

File a Complaint about police misconduct directly with OPD:

Any member of the public can also use the **OPD Internal Affairs 24-hour Complaint Hotline at (866) 214-8834** to file your complaint - leave a detailed message describing the complaint.

Anyone can also file a complaint in person by visiting the OPD Internal Affairs Division at 250 Frank Ogawa Plaza Oakland, CA 94612 Ste 6302 (near City Hall) and file the complaint with an officer. **Office hours are Monday through Friday, 9:00 a.m. to 5:00 p.m.**

Anyone can also call the Internal Affairs Division and make arrangements for an investigator from the Division to meet you at one of the following locations:

- **Chinatown Police Resource Center**  
388 9th Street, Ste 223  
Oakland, CA 94607

Fruitvale Substation  
3002 E 9th Street, Suite A2  
Oakland, CA 94601  
Telephone: (510) 535-5680

MENU

- **Eastmont Substation**

2651 - 73rd Avenue  
Oakland, CA 94605  
Telephone: (510) 777-8500

***Anyone can also send their complaint via U.S. Mail:***

Oakland Police Department - Internal Affairs Division  
455 - 7th Street  
Oakland, CA 94607  
250 Frank Ogawa Plaza Ste C Oakland Ca 94612

News & Updates

Events

Meetings

City Officials

Boards & Commissions

Staff Directory

Departments

Services

Resources

Documents

Topics

Projects

#OaklandLoveLife

Oakland Library

Visit Oakland

Oakland Museum

OAK Apps

Open Data

ADA Policies in the City of Oakland

Civil Rights Policies & Procedures

Políticas de derechos civiles y

Procedimientos

民權政策與程序

City Jobs

**For Maintenance Requests**

311 or 510-615-5566  
Relay Service 711



City of  
Oakland

Community  
Review Agency



Register

# Welcome

Dear member of the Oakland Community,

Welcome to the complaint portal of the Oakland Community Police Review Agency (CPRA). Using the tools on this page you can complete and submit complaints of officer misconduct by members of the Oakland Police Department electronically, download complaint forms or submit completed complaint forms to the CPRA, or track the progress of any complaints that you have previously submitted for review by the CPRA.

If you need assistance filling out a complaint form, please feel free to call the CPRA office. If you need language assistance, interpreters and translators are available to help.

Oakland Community Police Review Agency  
250 Frank H. Ogawa Plaza, Ste. 6302  
Oakland, CA 94612  
(510) 238-3159  
TTY/TDD: (510) 238-2007

[Make a complaint →](#)

[Login and Check Case Status](#)

<a href="#">Why Should You File a Complaint?</a>	✓
<a href="#">Who may file a complaint?</a>	✓
<a href="#">What information will help my complaint?</a>	✓
<a href="#">What Happens Once a Complaint is Filed?</a>	✓

⊕ New Complaint

🌐 File on-line  
(CCPComplaintDetail.aspx)

📄 PDF form  
(UploadForms2.aspx)

👤 Register  
(https://apps.oaklandca.gov/)

## Complaint Form

### Complainant Information



Name

First name

Middle name

Last name

Decline to state

Gender

Choose your gender

Race

Choose your race

Date of Birth

MM/DD/YYYY



Decline to state

Address

Address Line 1

Decline to state

Apt/Unit/Suite

Address Line 2

City

State

Zip

Home Phone

Phone Number

Decline to state

Work Phone

Phone Number

Decline to state

# New Complaint

⊕ New Complaint

🌐 File on-line  
(CCPComplaintDetail.aspx)

📄 PDF form  
(UploadForms2.aspx)

👤 Register  
(https://apps.oaklandca.gov/)

Email

ex.: johndoe@mail.com

Confirm Email

ex.: johndoe@mail.com

Select this if you would like to receive communications via e-mail

## Representative Making a complaint on behalf of someone? Please complete this section.



Name

First name

Middle name

Last name

Decline to state

Relationship to Complainant

Describe the relationship type

Decline to state

Address

Address Line 1

Decline to state

Address Line 2

City

State

Zip

Home Phone

Phone Number

Decline to state



# New Complaint

⊕ New Complaint

🌐 File on-line  
(CCPComplaintDetail.aspx)

📄 PDF form  
(UploadForms2.aspx)

👤 Register  
(https://apps.oaklandca.gov/)

## Incident Information



Can you identify the Officers involved?  Yes  No

Incident Location

Please be as specific as possible. If known, include the street address or cross-streets, or describe any landmarks that could help us identify the specific location.

Unknown

Date of Incident

MM/DD/YYYY



Decline to state

Hour of Incident

00:00 AM/PM



Decline to state

Brief Narrative  
Description of  
Incident

Briefly describe what happened, please include all relevant details and any report numbers you may have received related to the incident.

Were you injured?  Yes  No

Were there any witnesses?  Yes  No

Was the complaint also filed with another entity?  Yes  No

What would you like as a result of this complaint?

Describe it

Decline to state

Is complainant a minor or assisted by an attorney or other representative?

Yes  No

## Upload supporting materials

Please upload any evidence that you feel may be important such as copies of citations, police reports, photographs, audio or video recordings, etc. Once your complaint has been initiated you will have the opportunity to submit further documentation or evidence either to our office, or electronically through the “follow my complaint” functionality included if you register as a user through this website.



Upload Attachment

([https://apps.oaklandca.gov/CCP\\_Complaint\\_UI/PopUpUploadFiles.aspx](https://apps.oaklandca.gov/CCP_Complaint_UI/PopUpUploadFiles.aspx))

## Complainant's Signature

By checking this box, I hereby attest that I have read and understood this statement, which I have made of my own free will, and that all information provided in this complaint is true and correct to the best of my knowledge.

Complainant's Initials

⊕ New Complaint

🌐 File on-line  
(CCPComplaintDetail.aspx)

📄 PDF form  
(UploadForms2.aspx)

👤 Register  
([https://apps.oaklandca.gov/CCP\\_Complaint\\_UI/PopUpRegister.aspx](https://apps.oaklandca.gov/CCP_Complaint_UI/PopUpRegister.aspx))



# New Complaint

## | Notice and Releases

⊕ New Complaint

🌐 File on-line  
(CCPComplaintDetail.aspx)

📄 PDF form  
(UploadForms2.aspx)

👤 Register  
(https://apps.oaklandca.gov/)

The Oakland Community Police Review Agency (CPRA) investigates complaints against members of the Oakland Police Department. The CPRA process (civilian complaint review) is a PUBLIC PROCESS. This means that all the information you provide to the CPRA and any information you authorize the Oakland Police Department to release to the CPRA will be maintained in CPRA files for a period set by the California Public Records Act, and may be released to the public under certain circumstances.

I have read and understood that the information gathered during the investigation is a matter of public record, and may be released to the public under certain circumstances.

Complainant's  
Initials

Date

In order for the CPRA to effectively investigate your complaint, you must authorize the Oakland Police Department to release to the CPRA the following information to which you are entitled by law [Cal. Gov't Code §6254(f)]: any statements you have given or may give in the future to the Oakland Police Department regarding this incident, the names and addresses of persons involved in or witnesses to the incident (other than confidential informants), the description of any property involved, the date, time, and location of the incident, all diagrams, statements of the parties involved in the incident, and statements of all witnesses (other than confidential informants).

I have read and understood the above and authorize the Oakland Police Department to release the above information to the CPRA.

Complainant's  
Initials

Date

# New Complaint

Cancel

Review and Submit

⊕ New Complaint

2020 City of Oakland

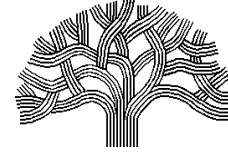
🌐 File on-line  
(CCPComplaintDetail.aspx)

📄 PDF form  
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👤 Register  
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## City of Oakland Citizens' Complaint Form



Internal Affairs Division  
250 Frank H. Ogawa Plaza, Suite C  
Oakland, CA 94612  
Tel # (510) 238-3161 \* TDD (510) 777-3333  
Fax # (510) 238-3014

Community Police Review Agency (CPRA)  
250 Frank H. Ogawa Plaza, Suite 6302  
Oakland, CA 94612  
Tel # (510) 238-3159 \* TDD (510) 238-2007  
Fax # (510) 238-7084  
<http://www.oaklandnet.com/cprb.html>

---

Dear Citizen:

If you wish to file a complaint using the Citizen's Complaint Form, please:

1. Complete the Citizen's Complaint Form thoroughly and be sure to:
  - Include the date, time and location of occurrence.
  - Provide possible identification of the officer(s), or employee(s).
  - Provide specific, detailed descriptions of what occurred.
  - List names, addresses and telephone numbers of witnesses.
  - Sign and date the form.
2. Refold, tape or staple the completed forms, place a stamp in the upper right hand corner and mail it back. If you have any questions regarding the Citizen's Complaint Form, call either the:

Internal Affairs Division  
(510) 238-3161

or

Community Police Review Agency  
(510) 238-3159

---

## Notice and Releases

The COMMUNITY POLICE REVIEW AGENCY (CPRA) investigates complaints against members of the Oakland Police Department. The CPRA process (civilian complaint review) is a PUBLIC PROCESS. This means that all the information you provide to the CPRA and any information you authorize the OAKLAND POLICE DEPARTMENT to release to the CPRA will be maintained in CPRA files for a period set by the California Public Records Act, and may be released to the public under certain circumstances.

I have read and understood that the information gathered during the investigation is a matter of public record, and may be released to the public under certain circumstances.

---

Complainant's Signature

---

Date

In order for the CPRA to effectively investigate your complaint, you must authorize the OAKLAND POLICE DEPARTMENT to release to the CPRA the following information to which you are entitled by law [Cal. Gov't Code § 6254 (f)]: any statements you have given or may give in the future to the OAKLAND POLICE DEPARTMENT regarding this incident, the names and addresses of persons involved in or witnesses to the incident (other than confidential informants), the description of any property involved, the date, time, and location of the incident, all diagrams, statements of the parties involved in the incident, and statements of all witnesses (other than confidential informants).

I have read and understood the above and authorize the OAKLAND POLICE DEPARTMENT to release the above information to the CPRA.

---

Complainant's Signature

---

Date

For Official Use Only

Date Stamp

City of Oakland  
Citizens' Complaint Form

Case No.

Complainant's LAST Name, First, Middle	<input type="checkbox"/> Male <input type="checkbox"/> Female	Race: <input type="checkbox"/> Asian <input type="checkbox"/> Black	<input type="checkbox"/> Hispanic <input type="checkbox"/> White Other _____	Date of Birth
Address	City/Zip <input type="checkbox"/> Oakland	Home Phone ( )	Work Phone ( )	

Complete this Portion if Complainant is a Minor or if Assisted by an Attorney

LAST Name, First, Middle	Relationship to Complainant
Address	City/Zip <input type="checkbox"/> Oakland
Home Phone ( )	Work Phone ( )

Location of Occurrence	Day	Date	Time <input type="checkbox"/> AM <input type="checkbox"/> PM
------------------------	-----	------	---

Identity of Involved Personnel

Badge No.	Name / Vehicle No., etc.	<input type="checkbox"/> Officer <input type="checkbox"/> Ranger <input type="checkbox"/> Jailer <input type="checkbox"/> Civilian	Sex	Race

Brief Narrative Using Own Words. (If you need more space, use an additional sheet of paper. Any questions, call the Internal Affairs Division at 510 238-3161 or the Community Police Review Agency at 510 238-3159.)


Were you injured? <input type="checkbox"/> No <input type="checkbox"/> Yes (Describe)	What would you like as a result of this complaint?
---	--

Witness Name (LAST, First, Middle)	Address	City/Zip	Phone (Include Area Code)

I have read and understood this statement, which I have made of my own free will, and the facts contained therein are true and correct to the best of my knowledge.

Complainant's Signature X \_\_\_\_\_ Date \_\_\_\_\_

For Official Use Only

Check all Categories that Apply:

Force     Conduct     Untruthfulness

Procedure     Bias/Discrimination

Other \_\_\_\_\_

Complaint Received by <input type="checkbox"/> Walk-in <input type="checkbox"/> Mail <input type="checkbox"/> Fax	Date Received
Intake Officer/Personnel	<input type="checkbox"/> IAD <input type="checkbox"/> CPRA

FOLD ON DOTTED LINE

From \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Place  
Stamp  
Here



## **G.3 San Jose Police Department**



Home

Join SJPD

Reporting Crime

Crime Stats &amp; Maps

Records

Community

SJPD » COP » Internal Affairs



Select Language

### Office of the Chief

[Assistant Chief of Police](#)  
[Chief Executive Officer](#)  
[Community Advisory Board](#)  
[Critical Incident Briefings](#)  
[Gaming Control](#)  
[Human Trafficking Task Force](#)  
[Internal Affairs](#)  
[LGBTQ Community Liaison](#)  
[Media Relations \(PIO\)](#)  
[Special Investigations Unit](#)

[File a Complaint with Internal Affairs](#)

[Presentar una denuncia ante la Unidad de Asuntos Internos](#)

[Nộp đơn khiếu nại với nội vụ](#)

[2016 Department Initiated Internal Affairs Investigations](#)

#### Related Information

[21st Century Policing](#)  
[Body Camera Information](#)  
[Community Compliments](#)  
[Calls For Service](#)  
[Inside SJPD](#)  
[Mission Statement](#)  
[Organization Chart](#)  
[Safe Place](#)

#### Other Links

[US DOJ Office of Community Oriented Policing Services](#)  
[CA DOJ OpenJustice Program](#)

### Independent Police Auditor



Independent Police Auditor

## Internal Affairs Unit

### Mission Statement

It shall be the policy of the Internal Affairs Unit to receive allegations from members of the public in a courteous and professional manner. Investigations shall be appropriately documented, promptly investigated, and conducted in a timely, legal, and ethical manner. Internal Affairs employees shall demonstrate sincere responsiveness to concerns of the public, and they will inform members of the public that their allegations or concerns will be taken seriously.



#### Internal Affairs Unit

777 N. First St., Suite 666  
San Jose, CA 95112-6341

(408) 277-4094

[File a Complaint](#)

[Presentar una denuncia](#)

[Nộp đơn khiếu nại với nội vụ](#)

**Our Online Community Compliment Form is [Here](#)**

### Complaint Process Information

All police departments in the State of California are required by law to have a process in which a citizen may make a complaint against police personnel. Any person can file a complaint against a member of the San José Police Department (SJPD). Each complaint must contain an allegation, an unproven accusation that a member of the Police Department violated Department or City policy procedure, rules, regulations, or the law. The complaint may be filed with the San José Police Department's Internal Affairs Unit (IA), the Office of the Independent Police Auditor (IPA) or through any Police Department member.

### Information Regarding the SJPD's Retaliation Policy

The San José Police Department believes in the right of all persons to report potential misconduct by Department members without fear of retaliation. Retaliation against any party to a complaint made to the Department, Internal Affairs Unit, or the Independent Police Auditor (IPA) is prohibited. The Department will not tolerate retaliation.

### Who can make a complaint, and who conducts the investigation?

A complaint may be made by anyone. If the complainant is under the age of 18, we request that the complainant be accompanied by a parent or guardian when coming to the Internal Affairs Unit. The Internal Affairs Unit, the Office of the Independent Police Auditor and the San José Police Department will accept an allegation by phone, letter, e-mail, fax, anonymously, or in person. The complaint may be made at the Department's Internal Affairs Unit, the Office of the Independent Police Auditor, or any other mutually convenient location. Regardless of where or how the allegation is filed, the investigation is conducted by the San José Police Department's Internal Affairs Unit.

### When can a complaint be made?

A complaint may be made 24 hours a day. During normal business hours, the complaint may be submitted to the San José Police Department Internal Affairs Unit at (408) 277-4094 or via fax at

## Wanted Posters

(408) 277-3920. After normal business hours, the complaint may be made by calling (408) 277-4631 or by contacting an on-duty Watch Commander through Police Communications at (408) 277-8900. You can also email a complaint to either the Internal Affairs Unit website at: <http://www.sjpd.org/cop/IA.html> or to the Office of the Independent Police Auditor's office at: <https://www.sanjoseca.gov/your-government/appointees/independent-police-auditor>.

### What happens after a complaint is filed?

Depending upon the level of investigation, the complainant and any witnesses will be interviewed in detail concerning the incident. Their statements will be documented in writing. The Internal Affairs Unit officers will collect evidence pertaining to the complaint. The Internal Affairs Unit supervisor will analyze all the information gathered and determine if the appropriate finding is reached on each allegation. The supervisor then submits the written investigation to the Unit Commander. The Unit Commander reviews the supervisor's written investigation and approves of the findings in the allegation. Additionally, every allegation of a major Use of Force is reviewed by the Assistant Chief of Police. The investigation is then forwarded to the Independent Police Auditor's Office for audit and review. After the investigation is completed, a closing letter is sent to the complainant.

### Will I have to testify if I make a complaint?

If an allegation is sustained and discipline is imposed, the Police Department employee may contest that action in a Civil Service hearing or before an Arbitrator. If that happens, the complainant may be asked to testify. If the investigation leads to the filing of a criminal complaint and the matter goes to trial, you may be required to testify in court.

### How is an allegation proven, what are the possible findings?

An allegation is sustained when the evidence indicates that it is more likely than not that a violation of the policy or procedure occurred; this standard of evidence is called the "preponderance of evidence." The available findings to an allegation include: **Unfounded:** The investigation conclusively proved that the act or acts complained of did not occur, or the member named in the allegation was not involved in the act or acts, which may have occurred. **Exonerated:** The act or acts, which provided the basis for the allegation or complaint occurred, however, the investigation revealed they were justified, lawful, and proper.

**Not Sustained:** The investigation failed to disclose sufficient evidence to clearly prove or disprove the allegation made in the complaint. **No Finding:** The complainant failed to disclose promised information needed to further the investigation. **Complaint Withdrawn:** The complainant affirmatively indicates the desire to withdraw his/her complaint. **Sustained:** The investigation disclosed sufficient evidence to clearly prove the allegation made in the complaint. **Mediation:** By mutual agreement with all involved parties the case was mediated and the complaint withdrawn.

### Information Regarding the SJPD's Mediation Program

The San José Police Department, in collaboration with the Office of the Independent Police Auditor, implemented a Voluntary Mediation Program as an alternative process for resolving citizen complaints where the alleged misconduct is minor in nature or where there is misunderstanding about an enforcement action, neglect of duty, or police procedure. The program is completely voluntary and requires that both the citizen and the accused Department member agree to participate in the process and sign a confidentiality agreement. The process provides the citizen and the subject officer with an opportunity to meet in the presence of a trained and independent mediator, so each party can express their concerns about the incident and explain their respective views.

### If an allegation is sustained will discipline information be provided in the closing letter?

No, state law prohibits the release of this information.

### How much time does it take to complete a case?

According to the Peace Officer Bill of Rights Government Code Section 3304, investigations into alleged police officer misconduct must be completed within one year of the received date. The San José Police Department has a policy of completing all cases within 300 days of the received date. There are exceptions which may extend or toll this timeline.

### What happens if a complaint is found not to contain a violation of Department or City policy procedure, rules, regulations, or the law?

The allegations will be considered not as a complaint but as a Non-Misconduct Concern. In Non-Misconduct Concern cases the immediate supervisor of the employee is notified of the complainant's concern and the supervisor addresses the issues of concern with the Department member. The complainant will be sent a closing letter at the end of the process.

### Additional Information

In addition to the detailed information regarding the internal affairs process available on this website, this publication can be made available upon request in alternate formats, such as, Braille, large print, audio recording, or accessible electronic format. Requests can be made by calling 408-277-5200 or the general City TTY number at (408) 294-9337.

*Send your letters to:*

**Chief of Police**

**San José Police Department**

**201 West Mission Street**

**San José, California 95110**

Or contact the [Internal Affairs Unit](#).

### Helpful information for filing a Complaint.

Date/Time/Location of occurrence

Officer's name and badge number (*if available*)

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### Compliments and Commendations

Everyone enjoys receiving recognition for their efforts and there is no question that most of the 1,800 employees of the San Jose Police Department are doing an outstanding job in our fast growing city.

We realize that many of our residents and visitors to San Jose would like to know how to compliment our employees for a job well done.

Compliments and Commendations, either verbal or written, are one of the best ways to let our employees know that you appreciate their good work and extraordinary customer service. A commendation for an employee of the San Jose Police Department is most often sent to the Chief of Police. You may also advise the employee's supervisor or a Watch Commander. Your compliments may be made using [our online form](#), in person, by phone, by email or fax, or through a letter or informal note to the San Jose Police Department.

A compliment or commendation may address any event that you feel demonstrates any effort on the part of the employee that deserves special recognition. This may include such acts as: unusual courtesy or compassion, significant life saving measures, or other extraordinary acts.

All compliments and commendations are formally documented and the affected employees and their supervisors will be notified.

If you have any further questions or require any assistance, please contact:  
The Internal Affairs Unit  
**(408) 277- 4094**

— **File a Complaint with Internal Affairs** —



San Jose Police Department, 201 W. Mission Street, San Jose, CA 95110 | General Information 408-277-8900 | Lobby Hours: Every day, 8:00 AM - 5:00 PM\*

| Airport | Assaults | Auto Theft | Burglary | Family Violence | Fraud | Gangs | Homicide | Narcotics | Patrol | Permits | Robbery | Sexual Assaults | Traffic |

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# Memorandum

**TO: ALL SWORN PERSONNEL**

**FROM:** Edgardo Garcia  
Chief of Police

**SUBJECT: DUTY MANUAL REVISIONS:  
PROCEDURES DURING  
ENCOUNTERS WITH LIMITED  
ENGLISH PROFICIENT PERSONS**

**DATE:** September 26, 2018

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Memo 2018-023

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## **BACKGROUND**

The San Jose Police Department recognizes the importance of effective and accurate communication between Department members and the community it serves. To better serve members of the public, the Department developed and released a Language Access Plan (LAP) in August 2014 (Memorandum 2014-026). The LAP has been updated and the Duty Manual was revised to reflect the updates.

## **ANALYSIS**

Changes to the Department's Duty Manual are reflected below. Additions or revisions are italicized and underlined. Deletions are denoted with a strike-through.

### **C 1317      PROCEDURES DURING ENCOUNTERS WITH LIMITED ENGLISH PROFICIENT (LEP) PERSONS:**

*Revised 09-26-18*

~~Department members will take reasonable steps to provide language assistance services to Limited English Proficient individuals whom they encounter or whenever an LEP individual requests language assistance services in accordance with the Department's Language Access Plan.~~

*Department members shall provide language assistance services to LEP individuals whom they encounter or whenever an LEP individual requests language assistance services. Members shall not solely rely on their own assessment of an individual's English proficiency in determining the need for an interpreter or a translator, especially when an individual may be subjected to stressors or specialized terms that would make it difficult for that individual to communicate in English. If a person requests an interpreter or a translator, the Department member shall take reasonable steps to provide one.*

*Department members shall refrain from asking opinions of the interpreter or translator and shall not ask the interpreter or translator to undertake any role that may conflict with his/her function as a professional responsible for providing*

language assistance services. In addition, an interpreter does not make language proficiency assessments to determine how much English a person may understand or speak.

**C 1317.1 PROCEDURES FOR PROVIDING ORAL INTERPRETATION SERVICES**  
Revised 09-26-18

A. Civilian Calls to 3-1-1 or 9-1-1

The Department shall maintain a contract with an interpretation service to assist with all incoming calls (“911” and “non-emergency”) for SJPD Communications. The Department’s interpretation services may vary depending on the contracted service at that particular time.

All incidents shall be processed in accordance with the protocol utilized in the SJPD Communications Policy Manual. When a call is received from a LEP caller, the call taker shall keep the caller on the line and conference with the identified and contracted interpreter service if necessary. The interpretation service is used when a call taker receives a call from a reporting party who speaks a language other than English, unless the call taker is certified bilingual by the Human Resources Department in that particular language. When receiving a call from an LEP caller, call takers shall determine the nature of the call via the appropriate interpretation service without delay as follows:

- 9-1-1 or 7 digit emergency lines – use the emergency interpretation service. When the telephone line to the emergency interpreter is busy or unavailable, ascertain if there is a certified bilingual call taker available to interpret. If there is no one available, use the non-emergency interpretation service.
- 3-1-1 or 7 digit non-emergency lines – ascertain if there is a certified bilingual call taker available to interpret. If there is no one available, use the non-emergency interpretation service. If there is an indication of an emergency or there is uncertainty about the nature of the call, the emergency interpretation service should be used.

If a call necessitates dispatch, the call taker shall utilize the interpretation service to complete the event regardless of the role assigned to the call taker. The text of the event shall indicate the language spoken and that the information has been obtained through an interpreter. If the caller is requesting contact, the text shall include whether or not there is someone available on scene to interpret for the officer(s).

B. Department Members Requiring Interpretation Services During Field Encounters, Including Those Resulting in Arrests.

Department members in need of interpretation services shall attempt to identify the LEP individual’s primary language through the following available means:

- 1) Identify the LEP person’s self-identification of their language; or

**ALL SWORN PERSONNEL**

**SUBJECT: DM REVISIONS: PROCEDURES DURING ENCOUNTERS WITH LIMITED ENGLISH PROFICIENT PERSONS**

September 26, 2018

2) Identify the unknown language by using the "I Speak" Limited English Proficiency Form developed by the SJPD (SJPD I-Speak Form).

When an officer requests an interpreter, the dispatcher shall attempt to contact an on-duty certified interpreter (sworn or non-sworn).

1. Skills Inquiry of SJPD Personnel

Sworn Department members who are certified interpreters have been assigned in the Computer Aided Dispatch (CAD) System. Upon receiving a request for interpretation services, dispatch shall perform either a language inquiry in CAD or a radio inquiry to identify which officers are working who can provide interpretation assistance for the language needed.

2. Officer Availability and Assignment

Upon determining a certified officer is working, the dispatcher shall determine if the officer is available to respond to interpret. If the officer is on a call or out of service, the officer does not have to respond to interpret. If the officer is available and agrees to respond to interpret, the officer shall be attached to the event.

3. Interpreter Services

If an on-duty certified interpreter is unavailable, the officer shall call the contracted language interpretation service for the SJPD. The officer shall do the following:

- a. Call the contracted language services.
- b. Provide the proper account number pertaining to the officer's bureau (BFO or BOI).
- c. Follow the steps prompted over the phone.
- d. Provide his/her name and badge number to the interpreter and obtain the interpreter's ID for documentation purpose later.
- e. Determine if the conversation needs to be recorded.
- f. Add a comment to the event to reflect the language requested.

Department members are expected to follow the general procedures outlined in this policy; however, exigent circumstances may require deviations. Examples may include the need to obtain descriptive information on a fleeing suspect or identifying information of an injured person. In such situations, personnel are to use the most reliable, temporary interpreter available. However, once the exigency has passed, personnel are expected to revert to the general procedures.

Other than exigent circumstances, Department members should avoid using family, friends, or bystanders for interpretation. Using family, friends, or bystanders to interpret could result in a breach of confidentiality, a conflict of



**ALL SWORN PERSONNEL**

**SUBJECT: DM REVISIONS: PROCEDURES DURING ENCOUNTERS WITH LIMITED ENGLISH PROFICIENT PERSONS**

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interest, or inadequate interpretation. Barring exigent circumstances, Department members should not use minor children to provide interpreter services.

C. Criminal Interrogations and Victim/Witness Interviews

Miscommunication during interrogations or victim/witness interviews may have a substantial adverse impact on the evidence presented in any related criminal prosecution. Victim/witness interviews potentially involve statements with evidentiary value upon which a victim/witness may be impeached in court, so accuracy is a priority. Moreover, a failure to protect the rights of LEP individuals during arrests and interrogations presents risks to the integrity of the investigation. Every effort should be made to use a qualified interpreter identified by the City's bilingual list for any interrogation or taking of a statement where the legal rights of a suspect or victim/witness could be adversely impacted. The Department member shall utilize the contracted interpreter services to assist with any interpreter services when an on-duty certified interpreter is unavailable.

Miranda warnings will be available in English, Spanish, and Vietnamese. Other vital documents will be available to the suspect or victim/witness in their primary language. If a document needs to be translated during the course of an investigation and certified personnel are unavailable, the Unit Commander or designee shall determine the need for the document to be translated and shall make the appropriate arrangements with the contracted interpretation/translator service.

If a document is not identified as a "vital document," the document shall be read to the suspect or victim/witness in their primary language using an interpreter. This occurrence shall be documented in the SJPD General Offense Crime Report.

D. Other Telephonic or In-Person Interactions with LEP Persons

The Department distributes the "I Speak" Limited English Proficiency Form (SJPD I-Speak Form – 2010) to all personnel and posts the document on the SJPD's intranet. The "I Speak" form gives individuals the opportunity to inform Department members of their language abilities and preferences. The form contains 38 numbered check boxes next to sentences that direct the individual to check the box where they read and write a particular language. When the individual checks a box, the Department member can find the number on the form that indicates which language was chosen.

Department members working in the Main Lobby should assist individuals via the lobby phones when access to the "interpreter-line" is necessary to communicate with the requesting individual.

**ALL SWORN PERSONNEL**

**SUBJECT: DM REVISIONS: PROCEDURES DURING ENCOUNTERS WITH LIMITED ENGLISH  
PROFICIENT PERSONS**

September 26, 2018

**ORDER**

Effective immediately, Department members shall adhere to the above stated Duty Manual Sections regarding the Department's Language Access Plan. The complete Language Access Plan is attached to this memorandum and can also be located on the Department intranet with a keyword search of "Language Access Plan."

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

**EDGARDO GARCIA**  
Chief of Police

EG:GT:MB

## **G.4 Sacramento County Sheriff's Office**



# Internal Affairs

4500 Orange Grove Avenue  
Sacramento, CA 95841  
916-874-5098

[InternalAffairs@sacsheriff.com](mailto:InternalAffairs@sacsheriff.com)

Public hours:  
8:00 am - 4:30 pm  
Monday - Friday (excluding holidays)

## Citizen Complaint or Commendation Form

- Commendation
- Complaint

### Contact Information

Date of Incident	Time of Incident	Employees Name(s)
<input type="text"/>	<input type="text"/>	<input type="text"/>
Badge Number(s)	Witness Name(s)	Location of the Incident
<input type="text"/>	<input type="text"/>	<input type="text"/>
Report/Event Number		
<input type="text"/>		

Please enter your statement. Please be as specific and detailed as you can be

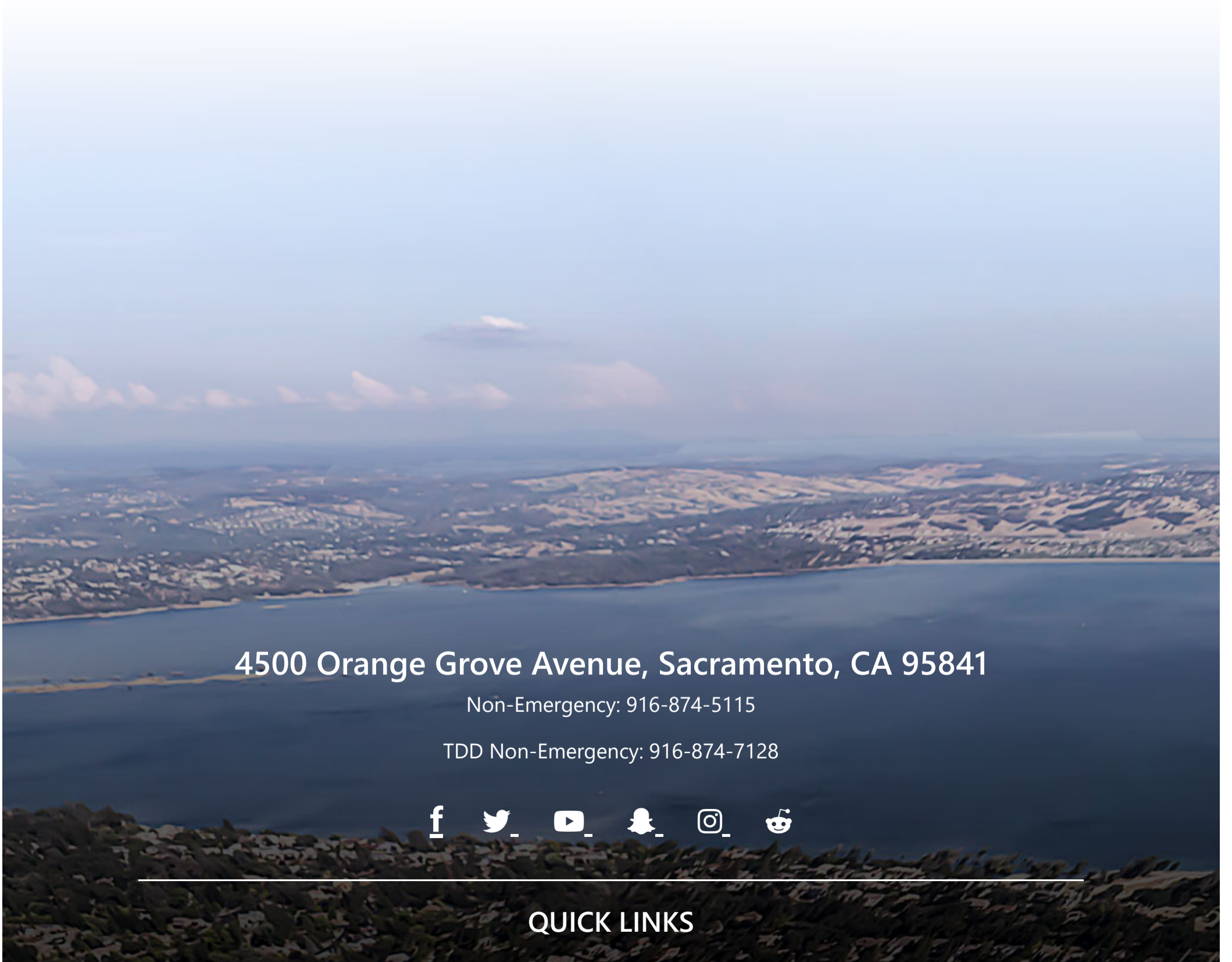
I wish to remain anonymous

Your Name	Home Telephone Number	Cell Phone Number
<input type="text"/>	<input type="text"/>	<input type="text"/>
Business Telephone Number	Email Address	Street Address
<input type="text"/>	<input type="text"/>	<input type="text"/>
Street Address 2	City	State
<input type="text"/>	<input type="text"/>	<input type="text"/>
Postal/Zip Code	<input type="text"/>	

**Best way to contact you:**

- Mail
- Phone
- Email

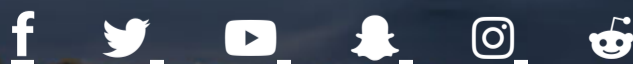
**SUBMIT**



**4500 Orange Grove Avenue, Sacramento, CA 95841**

Non-Emergency: 916-874-5115

TDD Non-Emergency: 916-874-7128



**QUICK LINKS**



SCOTT R. JONES  
Sheriff

CITIZEN COMPLAINT INFORMATION

About us

The Sacramento County Sheriff's Office is responsible for protecting the lives of the citizens of Sacramento County. This Office receives more than 700,000 calls for service annually. Deputies serve as arbitrators in thousands of cases where they are asked to resolve differences between individuals or groups. Many times the decisions made by deputies will restrict the freedom and liberty of these persons. Often these decisions materially affect the course of people's lives.

Each year this Office is also responsible for the processing and care of over 60,000 individuals booked into our correctional facilities. Our deputies are highly trained and serve with professional pride, and they want you, the citizen, to share this pride.

We fully realize that our involvement in complex and often emotionally charged situations may not always result in a level of performance you, the citizen, have grown to expect. For this reason, the Sheriff's Office has a well-defined procedure for assisting citizens who wish to voice their grievances against our operations, policies, or employee conduct.

All investigations are thorough, objective, and are aimed at maintaining public confidence and departmental integrity. The goal is neither to condemn nor to exonerate, but rather to identify and evaluate all the facts surrounding the incident in question.

Complaint effect on criminal prosecution

The investigation within the Sheriff's Office of the conduct of its employees, and the District Attorney's prosecution of a criminal case are two entirely separate matters. If a person arrested by Sheriff's Deputies files a citizen's complaint against those deputies, such action will in no manner affect the prosecutor's independent decision to proceed with the criminal action.

Legal advisement and acknowledgment

The following advisement is required by state law:

YOU HAVE THE RIGHT TO MAKE A COMPLAINT AGAINST A POLICE OFFICER FOR ANY IMPROPER POLICE CONDUCT. CALIFORNIA LAW REQUIRES THIS AGENCY TO HAVE A PROCEDURE TO INVESTIGATE CITIZENS' COMPLAINTS. YOU HAVE A RIGHT TO A WRITTEN DESCRIPTION OF THIS PROCEDURE. THIS AGENCY MAY FIND AFTER INVESTIGATION THAT THERE IS NOT ENOUGH EVIDENCE TO WARRANT ACTION ON YOUR COMPLAINT; EVEN IF THAT IS THE CASE, YOU HAVE THE RIGHT TO MAKE THE COMPLAINT AND HAVE IT INVESTIGATED IF YOU BELIEVE AN OFFICER BEHAVED IMPROPERLY. CITIZEN COMPLAINTS AND ANY REPORTS OR FINDINGS RELATING TO COMPLAINTS MUST BE RETAINED BY THIS AGENCY FOR AT LEAST FIVE YEARS.

I have read and understood the above statement.

\_\_\_\_\_  
Signature of Complainant

\_\_\_\_\_  
Date

**Complaint procedure**

Every citizen has the right to lodge a complaint against either the Sheriff's Office or any individual member employed by the office. Initial complaints may be made by telephone or letter. However, it will be necessary that the complainant be available for a personal interview. Complaint forms are available at the public counters of all Sheriff's buildings and can also be obtained by contacting the Internal Affairs office. Completed forms may either be delivered or mailed to:

- SACRAMENTO COUNTY SHERIFF'S OFFICE  
INTERNAL AFFAIRS  
4500 ORANGE GROVE AVENUE  
SACRAMENTO, CA 95841  
TELEPHONE: (916) 874-5098
- 

**What happens next**

When a complaint is received by the Internal Affairs office, a thorough investigation will be conducted. Upon completion of the investigation, all findings are directed through divisional supervisors, along with their respective recommendations, to the Sheriff for his final decision.

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**Other contacts**

In all cases, the citizen making the complaint is informed of its final disposition to the extent allowed by the law. Although department investigators will exert every effort to determine the facts of each situation, in those instances where the citizen feels that a proper investigation has not been conducted, the Sheriff's Office urges that person to seek further recourse through any of the outside agencies listed below.

- SACRAMENTO COUNTY DISTRICT ATTORNEY'S OFFICE  
901 G STREET  
SACRAMENTO, CA 95814  
TELEPHONE: (916) 874-6218
  - CALIFORNIA DEPARTMENT OF JUSTICE  
4949 BROADWAY  
SACRAMENTO, CA 95820  
TELEPHONE: (916) 227-3244
  - FEDERAL BUREAU OF INVESTIGATION  
2001 FREEDOM WAY  
ROSEVILLE CA 95678  
TELEPHONE: (916) 746-7000
-







## **G.5 Fresno Police Department**

**FRESNO POLICE DEPARTMENT**

**INFORMATION ADVISORY  
FOR PERSONNEL COMPLAINTS**

**Please read and sign the following admonishment.**

**You have the right to make a complaint against a police officer for any improper police conduct. California law requires this agency to have a procedure to investigate citizens complaints. You have the right to a written description of this procedure. This agency may find that after the investigation, that there is not enough evidence to warrant action on your complaint. Even if that is the case, you have the right to make the complaint and have it investigated if you believe an officer behaved improperly. Citizen complaints and any reports or findings relating to complaints must be retained by this agency for at least five years.**

**In the event the complaint results in disciplinary proceedings against the officer(s) or employee(s) named, you may be asked to appear before the Civil Service Board of the City of Fresno or any other examining authority.**

**I declare under penalty of perjury that the statement I have given is true and correct.**

**I have read and understand the above statement**

---

COMPLAINANT'S SIGNATURE

---

DATE

FRESNO POLICE DEPARTMENT COMPLAINT FORM

1.

Name of Complainant: \_\_\_\_\_  
Last First Middle

Sex: \_\_\_\_\_ Age: \_\_\_\_\_ Date of Birth: \_\_\_\_\_ Ethnicity/Race: \_\_\_\_\_

Home Address: \_\_\_\_\_  
Street City State Zip Code

Home Phone: (\_\_\_\_\_) \_\_\_\_\_ Cell Phone:(\_\_\_\_\_) \_\_\_\_\_

Alternate Address: \_\_\_\_\_ Alternate Phone: (\_\_\_\_\_) \_\_\_\_\_

Inmate? Yes \_\_\_\_\_ No \_\_\_\_\_ Jail/Prison Name: \_\_\_\_\_

Jail/Prison Address: \_\_\_\_\_

JID/Booking # etc: \_\_\_\_\_

\*\*\*\*\*  
If you move or change contact numbers, please advise the Fresno Police Department, Duty Office at 621-2375. Failure to provide current information may result in lack of contact and closing of complaint.  
\*\*\*\*\*

2.

Location of Incident: \_\_\_\_\_

Incident Date: \_\_\_\_\_ Time of Incident: \_\_\_\_\_ a.m / p.m.

Describe any injuries suffered: \_\_\_\_\_

Were injury photos taken? Yes \_\_\_\_\_ No \_\_\_\_\_ If so, by whom? \_\_\_\_\_

Where were the injuries treated? \_\_\_\_\_

Who treated the injuries? \_\_\_\_\_

Were you Arrested? Yes \_\_\_\_\_ No \_\_\_\_\_ Criminal Charges Pending? Yes \_\_\_\_\_ No \_\_\_\_\_

Fresno Police Department Report #/Citation #: \_\_\_\_\_



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**Please attach additional pages as needed.**

**5.**

Please indicate if you have filed this complaint with another City of Fresno department or an outside agency regarding this incident. If so, please note the date and person contacted.

Fresno Police Department: \_\_\_\_\_

Fresno City Mayor's Office: \_\_\_\_\_

Fresno City Manager's Office: \_\_\_\_\_

Fresno City Council Member: \_\_\_\_\_

Fresno City Office of Independent Review: \_\_\_\_\_

Other Agency: \_\_\_\_\_

***Please note this complaint form is only for incidents involving member(s) of the Fresno Police Department.***

**Completed Complaint Forms shall be mailed to:**

**Duty Office - CCF  
Fresno Police Department  
P. O. Box 1271  
Fresno, CA 93715-1271**

English Revised 12/2018

## RACIAL PROFILING COMPLAINT REPORTING

If your complaint is based on discrimination related to any of the below categories, please list all that apply with the number of persons affected.

REQUIRED REPORTING	# Of Persons Affected
<b>RACE OR ETHNICITY</b>	
<b>NATIONALITY</b>	
<b>GENDER</b>	
<b>AGE</b>	
<b>RELIGION</b>	
<b>GENDER IDENTITY OR EXPRESSION</b>	
<b>SEXUAL ORIENTATION</b>	
<b>MENTAL DISABILITY</b>	
<b>PHYSICAL DISABILITY</b>	

### Complaint type definitions:

Race or ethnicity bias is defined as a preformed negative opinion or attitude toward a group of persons, such as Asians, Blacks, or Whites, based on physical characteristics or toward a group of persons of the same race who share common or similar traits in language, custom, and tradition.

- a. Nationality bias is defined as preformed negative opinion or attitude toward a group of persons based on their national origin.
- b. Gender bias is defined as a preformed negative opinion or attitude toward a group of persons based on their gender.
- c. Age bias is defined as a preformed negative opinion or attitude toward a group of persons based on their age.
- d. Religion bias is defined as a preformed negative opinion or attitude toward a group of person based on religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being. Examples are Catholics, Jews, Protestants, or Atheists.
- e. Gender identity or expression bias is defined as a preformed negative opinion or attitude toward a group of persons based on how that group chooses to identify or express their gender preference.
- f. Sexual orientation bias is defined as a preformed negative opinion or attitude toward a group of persons based on sexual preferences and/or attractions toward and responsiveness to members of their own or opposite sexes.
- g. Mental disability bias is defined as a preformed negative opinion or attitude toward a group of persons based on mental impediments/challenges, whether such disabilities are congenital or acquired by heredity, accident, injury, advanced age, or illness.
- h. Physical disability bias is defined as a preformed negative opinion or attitude toward a group of persons based on physical impediments/challenges, whether such disabilities are congenital or acquired by heredity, accident, injury, advanced age or illness.

**FRESNO POLICE DEPARTMENT**

**INFORMATION ADVISORY  
FOR PERSONNEL COMPLAINTS**

**COV LUS QHIA  
RAU COV NEEG TSIS TXAUS SIAB**

**Thov nyeem thiab kos npe rau hauv qab no.**

Koj muaj txoj cai los tawm tsam tsis txaus siab rau tus tub ceev xwm ua coj tsis ncaj. California txoj cai lij choj hais kom lub koom haum no muaj txoj hau kev soj ntsuam pej xeem kev tsis txaus siab. Koj muaj cai los tau daim ntawv piav qhia txog txoj cai no. Txawm tias tom qab kev tshawb nrhiav lub koom haum pom tias tsis muaj pov thawj txaus los koj tseem muaj cai los qhia txog koj txoj kev tsis txaus siab thiab tshawb nrhiav yog tias koj ntseeg tias tus tub ceev xwm tau coj tsis ncaj.

Cov pej xeem cov kev tsis txaus siab thiab cov lus ceeb toom lossis kev tshawb pom txog kev tsis txaus siab yuav tsum khaws cia los ntawm lub koom haum no tau tsawg kawg yog tsib xyoos.

Yog tias qhov kev tsis txaus siab tau tshwm sim rau hauv kev qhuab qhia rau tus tub ceev xwm (s) lossis tus neeg ua haujlwm, koj tuaj yeem raug thov kom tuaj rau ntawm Lub Rooj Tsav Xwm Saib Xyuas Kev Ua Haujlwm ntawm Lub Nroog Fresno lossis lwm qhov chaw soj ntsuam xyuas.

Kuv tshaj tawm raws li lub txim ntawm kev dag tias cov lus kuv tau muab yog qhov tseeb thiab yog.

**Kuv tau nyeem thiab to taub cov ntsiab lus saum toj no**

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TUS NEEG TSIS TXAUS SIAB

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HNUB TIM









## RACIAL PROFILING COMPLAINT REPORTING

### TSIS TXAUS SIAB

Yog koj ntseeg hais tais koj kev tsis txaus siab muaj raws li cov hauv qab no, ces thov qhia tag nrho seb muaj pes tsawg tus neeg tsis txaus siab thiab.

(If your complaint is based on discrimination related to the below categories, please list all that apply with the # of persons affected.)

YUAV TSUM QHIA TAWM (REQUIRED REPORTING)	Pes tsawg leej tsis txaus siab # of persons affected
YAM NEEG LOS SIS HAIV NEEG TWG (RACE OR ETHNICITY)	
XAAM XAJ NEEG DAB TSI (NATIONALITY)	
POJ NIAM LOS SIS TXIV NEEJ (GENDER)	
HNUB NYOOG (AGE)	
KEV NTSEEG (RELIGION)	
KEV POM YUS TUS KHEEJ LI POJ NIAM LOS SIS TXIV NEEJ LOS YOG KEV COJ YUS TUS KHEEJ LI POJ NIAM LOS SIS TXIV NEEJ (GENDER IDENTITY OR EXPRESSION)	
KEV NYIAM POJ NIAM LOS SIS TXIV NEEJ (SEXUAL ORIENTATION)	
KEV MOB XIAM HLWB (MENTAL DISABILITY)	
KEV XIAM OOB KHAB (PHYSICAL DISABILITY)	

#### **Cov ntsiab lus tsis txaus siab (Complaint type definitions):**

Haiv neeg los yog yam neeg kev cais txhais tias cov tswv yim tsis zoo los yog kev xav rau ib pawg neeg, xws li Asians, Blacks, lossis Whites, los ntawm cov xeeb ceem ntawm lub cev los yog rau ib pawg haiv neeg uas sib luag los yog cov yam ntxwv zoo sib xws, kev cai, thiab kev lig kev cai.

(Race or ethnicity bias is defined as a preformed negative opinion or attitude toward a group of persons, such as Asians, Blacks, or Whites, based on physical characteristics or toward a group of persons of the same race who share common or similar traits in language, custom, and tradition.)

- a. Kev ntxub haiv neeg yog kev xav tsis zoo lossis kev xav rau ib pawg neeg raws li lawv lub teb chaws.
- b. Kev ntxub poj niam thiab txiv neej yog kev xav tsis zoo lossis kev xav rau ib pawg neeg vim lawv yog poj niam lossis txiv neej.
- c. Hnub nyoog kev thuam yog kev xav tsis zoo los yog kev xav rau ib pawg neeg raws li lawv hnub nyoog.
- d. Kev ntxub vim kev ntseeg yog kev xav tsis zoo los yog kev xav rau ib pawg neeg raws li lawv kev ntseeg ntawm lub hauv paus, lub hom phiaj ntawm lub ntiaj teb, thiab lub neej. Piv txwv li yog Catholics, Jews, Protestants, los yog Atheists.
- e. Kev ntxub tib neeg vim lawv pom tias lawv yog poj niam lossis txiv neej yog lub tswv yim tsis zoo thiab kev xav rau ib pawg neeg vim lawv tawm qhia thiab coj li poj niam lossis txiv neej.
- f. Kev ntxub tib neeg vim lawv nyiam poj niam lossis txiv neej yog cov tswv yim tsis zoo thiab kev xav rau ib pawg neeg vim lawv kev nyiam poj niam lossis txiv neej.
- g. Kev xav tsis zoo ntawm kev nyuaj siab yog qhov kev xav tsis zoo los yog kev xav rau ib pawg neeg vim kev puas hlwb/teeb meem, xiam oob khab, raug mob, muaj hnub nyoog lossis mob.
- h. Kev ntxub tib neeg vim lawv lub cev tsis muaj zog yog kev xav tsis zoo los yog kev xav rau ib pawg neeg vim txoj kev tiv thaiv lub cev/kev cov nyom, xiam oob khab, raug mob, muaj hnub nyoog lossis mob.

**DEPARTAMENTO DE POLICIA DE FRESNO**  
**ASESORAMIENTO INFORMATIVO PARA QUEJAS DE PERSONAL**

**Por favor lea y firme la siguiente advertencia.**

Usted tiene el derecho de presentar una queja contra un oficial de policia en cuanto a su conducta. La ley de California requiere que esta agencia tenga un procedimiento para investigar quejas de la comunidad. Usted tiene derecho a una descripción escrita de este procedimiento. Despues de la investigacion esta agencia puede concluir que no hay prueba suficiente para merecer accion su queja. Aun cuando sea asi, usted tiene derecho de presentar la queja y que sea investigada, si usted cree que un oficial se ha comportado indebidamente. Las quejas escritas deben ser archivadas por esta agencia por lo menos cinco años.

En el caso que la queja resulte en accion disciplinaria en contra del oficial/es o empleado/os nombrados, se le podra pedir que aparezca ante una junta del servicio civil de la Ciudad de Fresno u otra autoridad examinante.

Yo declaro bajo la pena de perjurio que la declaracion que yo he dado es cierta y correcta.

Yo he leído y comprendido esta declaración escrita.

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FIRMA DEL DEMANDANTE

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FECHA









## REPORTE SUPLEMENTARIO DE DISCRIMINACIÓN RACIAL

Si su queja esta basada en discriminacion relacionada a una de las categorias nombradas en esta lista, por favor marque cuales categorias y escriba cuantas personas son afectadas.

<b>INFORMES REQUERIDOS DE SER REPORTADOS</b>	<b># De Personas Afectadas</b>
<b>RAZA O ETNICIDAD</b>	
<b>NACIONALIDAD</b>	
<b>SEXO</b>	
<b>EDAD</b>	
<b>RELIGIÓN</b>	
<b>IDENTIDAD DE SEXO O EXPRESIÓN</b>	
<b>ORIENTACIÓN SEXUAL</b>	
<b>DISCAPACIDAD MENTAL</b>	
<b>DISCAPACIDAD FÍSICA</b>	

Tipo de Definiciones de Quejas:

Prejuicios Raciales o Etnicidad son definidos como opiniones negativas predeterminadas o actitud contra grupos de personas, como personas de origen Asiatico, origen Negro, o Blanco, basado en características físicas o hacia grupos de personas de la misma raza que comparten rasgos similares en lenguaje, costumbres, y tradiciones.

- a. Prejuicios de nacionalidad son definidos como opiniones negativas predeterminadas o actitud contra grupos de personas basados en origen nacional.
- b. Prejuicios de sexo son definidos como opiniones negativas predeterminadas o actitud contra grupos de personas basados en sexo.
- c. Prejuicios de edad son definidos como opiniones negativas predeterminadas o actitud contra grupos de personas basados en edad.
- d. Prejuicios de religión son definidos como opiniones negativas predeterminadas o actitud contra grupos de personas basados en el origen de religión y el proposito del universo y la existencia o no existencia de un ser supremo. Ejemplos son Catolicos, Judios, Protestantes o Ateos.
- e. Prejuicios de identidad de sexo o expresión son definidos como opiniones negativas predeterminadas o actitud contra grupos de personas basados en como un grupo de personas decide identificarse o expresar su preferencia de genero.
- f. Prejuicios de orientación sexual son definidos como opiniones negativas predeterminadas o actitud contra grupos de personas basados en preferencia sexual y/o atracción y interes a miembros de su propio sexo o sexo contrario.
- g. Prejuicios de discapacidad mental son definidos como opiniones negativas predeterminadas o actitud contra grupos de personas basados en impedimentos/retos mentales, tal como discapacidades congénitos o que sean adquiridos por herencia, accidente, lesiones, edad avanzada, o enfermedad.
- h. Prejuicios de discapacidad física son definidos como opiniones negativas predeterminadas o actitud contra grupos de personas basados en en impedimentos/retos físicos, tal como discapacidades congénitos o que sean adquiridos por herencia, accidente, lesiones, edad avanzada, o enfermedad.

## FRESNO POLICE DEPARTMENT COMPLAINT PROCEDURE

California Law requires every law enforcement agency to have a procedure for investigating complaints by members of the public, and to have a written description of the procedure available for review (Penal Code Section 832.5).

Internal Affairs investigations are confidential and may not be revealed during any civil or criminal proceeding except by court order (Penal Code Section (832.7)).

All complaints are initially reviewed by a supervisor. If the complaint cannot be resolved or the supervisor believes misconduct may have occurred, your complaint will be thoroughly investigated.

A police supervisor will conduct a thorough administrative investigation by conducting interviews, collecting evidence and reviewing reports. The supervisor will then prepare a detailed report which will be reviewed by the Chief of Police or a designated staff officer. If the investigation determines that employee misconduct occurred, the Chief or designated staff officer will determine the appropriate discipline or corrective action. Police Department employees may receive training or may be counseled, reprimanded, suspended, or terminated depending on the degree

of misconduct and the disciplinary history of the employee.

When a person makes an official complaint, via the Mail-In Complaint Form, the Department will provide the complainant with a receipt acknowledging the complaint.

For Internal Affairs investigations, once the investigation is completed, the Department will mail the complainant a letter advising them that their complaint was investigated and appropriate action taken. If the Internal Affairs investigation takes longer than thirty days to complete, the Department will notify the complainant of the status of the investigation and keep them updated every thirty days thereafter until the investigation is completed.

### **WILL A COMPLAINT AFFECT CRIMINAL CHARGES?**

State law requires the Administrative and Criminal investigations be kept separate. Therefore, the information gathered during the investigation of your complaint will not affect any criminal proceedings.

### **THE FRESNO POLICE DEPARTMENT'S COMPLAINT PROCEDURE HELPS YOU, THE COMMUNITY, AND THE POLICE.**

The Internal Affairs section is responsible for investigating complaints concerning the manner in which the Police Department conducts business.

Internal Affairs investigations accomplish the following:

**Protection of Rights:** Community members have a right to expect fair and impartial law enforcement. Therefore, any police misconduct must be reported and corrected as quickly as possible.

**Protection of Community Relations:** Our reputation as a professional law enforcement agency is critical to maintaining trust with the community we serve. The Fresno Police Department is constantly judged by the performance of their employees. Therefore, we welcome the opportunity to review and/or investigate any complaint of misconduct by any of our employees.

**Correct Procedural Problems:** The Fresno Police Department constantly strives to provide better service to the community. Complaints from the public can sometimes reveal a procedure which is deficient or out of date. Community participation helps to bring procedural problems to light, so they may be quickly corrected.

### **TRANSLATION SERVICES AVAILABLE UPON REQUEST**

English Revised 11/2013

**HOW TO ASSIST THE INVESTIGATION:**

- Report your complaint as soon as possible.
- Record the officer(s) name, badge number and car number, if possible.
- Note the date, time, and exact location of where the incident occurred.
- Identify any witnesses.
- Record the related Fresno Police Report number.

**HOW DO YOU FILE A COMPLAINT WITH THE FRESNO POLICE DEPARTMENT?**

A. You may go in person to:  
Fresno Police Department Headquarters  
2323 Mariposa Mall  
Fresno, CA 93721

B. File an on-line complaint form or download a mail-in complaint form from:

<http://www.fresno.gov>

1. Look under the heading "Government"
2. Select Department Directory
3. Police Department
4. Click On-Line Complaint Form

C. Call (559) 621-7000 - 24-hour phone line

D. Request a "Mail-In Complaint Form" by calling or writing to:

Fresno Police Department  
Internal Affairs  
P. O. Box 1271  
Fresno, CA 93715-1271  
(559) 621-2730

E. Pickup a "Mail-In Complaint Form" at a location listed below. Please call for hours of operation.

Fresno City Hall, City Manager's Office  
2600 Fresno Street  
Fresno, CA 93721 (559) 621-8000

Hinton Community Center  
2385 S. Fairview, Fresno  
(559) 497-0795

Mosqueda Community Center  
4670 E. Butler, Fresno  
(559) 600-6191

Ted C. Wills Community Center  
770 N. San Pablo, Fresno  
(559) 621-6720

Stone Soup Fresno  
1345 E. Bull Dog Lane, Fresno  
(559) 224-7613

**FRESNO POLICE  
DEPARTMENT  
COMPLAINT  
PROCEDURES**



**"We are committed to maintaining strong community trust in our agency and we will always investigate complaints in a thorough and objective manner."**

**Jerry P. Dyer  
Chief of Police  
Fresno Police Department**

## **TUAM TSEV TUB CEEVXWM KEV YWS TAWMTSAM**

Xeev Kalisfosnias muaj ib txojcai kom txhia lub Tuamtsev tub ceevxwm yuav tsum muaj txoj kev tshawb xyuas cov lus yws tawmtsam los ntawm pejeem, thiab muab cov ntawv sau tawm khaws cia raws txojcai (Penal Code Section 832.5).

Chavtsev tsav xwm dejnum sab hauv yuav khaws cov lus cia tsis hais tawm rau hauv kev txiavtxim rau pejeem tabsis yog xam (court) kom muab tawm (Penal Code Kis (832.7) thiaj muab tawm tau.

Txhia yam lus yws yog xam (court) qib siab ua tus tshawb xyuas. Yog cov lus yws hais tsis tiav los yog xam qib siab ntseeg hais tias muaj yam ua tsis yog lawm tiag, koj cov lus yws yuav tau muab tshawb xyuas kom zoo.

Tus tub ceevxwm tshawbfawb yuav siv caij nyoog los nug, nrhiav povthawj thiab nyeem tej ntawv sau tawm. Xam qib siab yuav sau ntawv tawm rau tus Tuam Thawj tub ceevxwm los yog tus tubtxib yuav ua tus saib. Yog cov ntawv tshawb tawm pom hais tias cov tubtxib tau ua tsis yog lawm, tus tuam thawj los yog tus tsaug tso cai yuav muab txim rau tus ua txhaum raws txojcai. Tug tub ceevxwm uas txhaum txawm yuav tsaug qhuabqhia, tso mus so los yog tso tawm yeej yuav tau xyuas hais tias nws tau ua txhaum loj los me.

Yog thaum ib tug tib neeg yws tuaj raws daim ntawv xa tawm, Tuamtsev tub ceevxwm yuav sau ib daim ntawv rau nws khawstseg ua povthawj.

Yog thaum twg tshawb xyuas tiav lawm, Tuamtsev tub ceevxwm yuav xa ib daim ntawv qhia rau tus yws paub tias nws cov lus yws tau tsaug tshawb xyuas lawm thiab tau muab txim rau tus tub ceevxwm raws txojcai lawm. Yog kev tshawb xyuas ntev tshaj pebcaug (30) hnuv thiaj tiav, Tuamtsev tub ceevxwm yuav ceebtoom rau tus yws paub ntxiv mus kom txog hnuv txoj kev tshawb xyuas cov lus yws tiav lawm.

### **KEV YWS TAWMTSAM PUAS CUAM TSHUAM KEV SAM TXIM?**

Txojcai hauv lub xeev teev hais tias kom muab kev tsav xwm dejnum thiab kev tshawb nrhiav kev txhaum cais. Yog li ntawd, cov pov thawj nrhiav tau thaum tshawb xyuas koj cov lus yws yuav tsis tsaug samtxim.

### **TUAMTSEV TUB CEEVXWM DAIM NTAWV YWS TAWMTSAM YUAV PAB KOJ, PAB ZEJZOS THIAB PAB TUB CEEVXWM.**

Chavtsev ua num phabhauv muaj lub luag haujlwm lav pibxob txog kev tshawb xyuas cov lus yws tawmtsam ntawm tej dejnum uas yog lawv cov dejnum uas niaj hnuv ua.

Chavtsev no ua hauj lwm tau raws li nram no:

**Tivthaiv Txojcai:** Pejeem muaj cai npaj tos txais txoj kev ncaincees los ntawm tub ceevxwm. Yog li ntawd, tej yam uas tub ceevxwm ua tsis yog yuav tau muab koj los kho kom sai.

### **Tuav kev phoojywg ntawm lub zejzoz:**

Peb lub koob lub npe ua ib lub koomhaum tuav kev tsuajntseg mas tseemceeb heev rau peb lub zejzoz tau txais kev cia siab. Tuamtsev tub ceevxwm yuav tau lub npe zoo tshwmsim los ntawm nwg cov tub txib ua hauj lwm zoo. Yog lintawd peb zoo siab txais tos ntsuam xyuas nej cov lus yws tawmtsam txog peb cov tub txib uas ua tej yam tsis yog.

### **Kho Txoj Kev Ua Yuamcai:**

Tuamtsev tub ceevxwm yuav ua haujlwm kom zoo tshajplaws rau pejeem. Kev yws tawmtsam los ntawm pejeem yuav qhia tau hais tias peb txojcai tsis zoo txaus los yog qub heev lawm. Kev koomtes ntawm pejeem, yuav pab kho peb txojcai kom zoo ntxiv.

## **MUAJ NEEG TXHAIS LUS PAB YOG NEJ THOV TXOG**

**YUAV PAB TXOJ KEV TSHAWB XYUAS LICAS:**

- Sau koj daim ntawv yws tawmtsam sai sai.
- Sau tus tub ceevxwm lub npe, tus lej ntaus cim ntawm nws lub xub ntiag, lej nws lub tsheb yog tau.
- Sau hnuv, hli thiab lubcaij, qhov chaw uas muaj teebmeem.
- Puas muaj neeg ua pov thawj.
- Sau tus lej uas tub ceevxwm nroog Fresno muaj muab rau koj thaum lawv tuaj xyuas cov teebmeem.

**KOJ YUAV SAU NTAUV YWS TAWM-TSAM MUS RAU TUAMTSEV TUB CEEVXWM LI CAS?**

**A. Koj tus kheej mus tom lub:**

Tuamtsev Tub ceevxwm nroog Fresno  
2323 Mariposa Mall  
Fresno, CA 93721

**B. Mus rau hauv City of Fresno website City Saib kis "Police Services" ces nias qhov dejnum phab hauv (Internal Affairs).**

<http://www.fresno.gov>

1. "Government"
2. "Department Directory"
3. "Police Department"
4. "On-Line Complaint Form"

**C. Los hu tus xov tooj 24 teev:  
(559) 621-7000**

**D. Los koj sau ntawv mus rau qhov chaw nram no kom**

**lawv xa daim form yws  
Tawmtsam tuaj rau koj:**

Fresno Police Department  
Internal Affairs  
P. O. Box 1271  
Fresno, CA 93715-1271  
(559) 621-2730

E. Koj mus nqa daim ntawv yws tawmtsam tau nyob rau cov qhov chaw teev mus nram no. Thov hu lub sijhawm ua hauj lwm xwb:

Fresno City Hall, City Manager's Office  
2600 Fresno Street  
Fresno, CA 93721 (559) 621-8000

Hinton Community Center  
2385 S. Fairview, Fresno  
(559) 497-0795

Mosqueda Community Center  
4670 E. Butler, Fresno  
(559) 600-6191

Ted C. Wills Community Center  
770 N. San Pablo, Fresno  
(559) 621-6720

Stone Soup Fresno  
1345 E. Bull Dog Lane, Fresno  
(559) 224-7613

**TUAMTSEV TUB  
CEEVXWM  
NROOG FRESNO  
KEV YWS TAWMTSAM**



"Peb yuav tuav tus dejnum uas zejzoz tau ntseeg rau peb lub Tuamtsev tub ceevxwm no lawm thiab yuav hais tseg hais tias peb yuav xyuas pejxeem cov lus yws tawmtsam kom meejmeej thiab yog txoj cai."

Jerry P. Dyer  
Chief of Police  
Fresno Police Department

## **EL PROCESO DE QUEJAS DEL DEPARTAMENTO DE POLICÍA DE FRESNO**

La ley de California requiere que todas las agencias de policía tengan un procedimiento de investigación para las quejas de la comunidad y tener disponible para consultar por escrito una descripción del procedimiento. (Código Penal Sección 832.5).

Las investigaciones de Asuntos Internos serán confidencial y no deberán ser reveladas durante un procedimiento civil o criminal, excepto por orden judicial (Código Penal Sección 832.7).

Todas las quejas serán revisadas inicialmente por un supervisor. Si la queja no puede ser resuelta o el supervisor cree que la mala conducta ocurrió, la queja será completamente investigada.

El supervisor de la policía realizará una investigación a través de entrevistas, juntando evidencia y revisará reportes. El supervisor preparará un informe administrativo el cuál será revisado por el Jefe De Policía o un miembro designado por el cuerpo administrativo. Si la investigación determina que el empleado tuvo mala conducta, el Jefe o el miembro designado por el cuerpo administrativo tomará la decisión en cuanto a una acción correctiva. Empleados del Departamento de Policía pueden ser aconsejados, amonestados, suspendidos, o despedidos, según la gravedad del mal comportamiento.

Cuando una persona presenta una queja por medio de la Forma De Quejas por correo, el Departamento de Policía enviará un recibo a la persona denunciante para informarle que la queja ha sido recibida.

Para investigaciones de Asuntos Internos, una vez que la investigación es completa, el Departamento enviará una carta por correo a la persona que inició la queja, avisándole que se ha investigado por completo la queja y se ha tomado la acción correspondiente. Si la investigación interna excederá 30 días para que sea terminada, el Departamento notificará al denunciante el estado de la queja, cada 30 días hasta que se resuelva la queja.

### **¿AFECTARÁ UNA QUEJA A LOS CARGOS CRIMINALES?**

La ley estatal requiere que las investigaciones Administrativas y Criminales se mantengan por separado. Por lo tanto, la información reunida durante una investigación de la queja no atenuará o agravará los procesos penales.

## **EL PROCEDIMIENTO DEL DEPARTAMENTO DE POLICÍA DE FRESNO LE AYUDARÁ A USTED, A LA COMUNIDAD Y LA POLICÍA.**

La sección de Asuntos Internos es responsable de investigar cualquier queja que tenga que ver con respecto a la manera que desempeña su trabajo el Departamento de Policía.

Las investigaciones de Asuntos Internos logran lo siguiente:

**Protección de Derechos:** Miembros de la comunidad tienen el derecho de recibir un trato justo y el cumplimiento de orden público de una manera imparcial. Por lo tanto, cualquier mala conducta de parte de la policía deberá ser reportada y corregida lo más pronto posible.

### **Protección de Relaciones**

**Comunitarias:** Nuestra reputación de una Agencia Profesional De Orden Pública es imprescindible en nuestras relaciones con la comunidad a la cuál servimos. El Departamento de Policía de Fresno es juzgado constantemente por la manera en que sus empleados desempeñan sus deberes. Por lo tanto nos complaceremos en revisar y/o investigar cualquier queja de mala conducta de nuestros empleados.

### **Corregir Problemas de**

**Procedimiento:** El Departamento de Policía de Fresno está dispuesto constantemente para buscar maneras de servir mejor a la comunidad. Las quejas del público a veces manifiestan una póliza o procedimiento que sea deficiente o fuera de uso. La participación de la comunidad ayuda a sacar a luz problemas con procedimientos para que sean corregidos rápidamente.

## **SERVICIOS DE INTÉRPRETE DISPONIBLES AL SOLICITARLO**

## COMO AYUDAR EN LA INVESTIGACIÓN

- Reporte su queja en cuanto sea posible.
- Escriba el nombre del oficial y número de su placa, y si es posible el número de la patrulla.
- Anote la fecha, hora, y el lugar exacto del incidente.
- Identifique los testigos.
- Apunte el número del reporte.

## ¿CÓMO SE PRESENTA UNA QUEJA CON EL DEPARTAMENTO DE POLICÍA DE FRESNO?

### A. Puede llegar en persona a:

Jefatura de Policía  
Fresno Police Department  
2323 Mariposa Mall  
Fresno, CA 93721

### B. Puede llenar las formas que están en la internet de la Ciudad de Fresno.

<http://www.fresno.gov>

1. Seleccione "Government"
2. Seleccione "Department Directory"
3. "Police Department"
4. Seleccione "On-Line Complaint Form"

### C. Puede llamar 24 horas del día o noche al número: (559) 621-7000

### D. Puede escribir o llamar para pedir una forma a:

Fresno Police Department  
Internal Affairs (Asuntos Internos)  
P. O. Box 1271  
Fresno, CA 93715-1271  
(559) 621-2730

### E. Puede llegar en persona a recoger las formas de quejas en los siguientes lugares:

Palacio Municipal  
Fresno City Hall, City Manager's Office  
2600 Fresno Street  
Fresno, CA 93721 (559) 621-8000

Hinton Community Center  
2385 S. Fairview, Fresno  
(559) 497-0795

Mosqueda Community Center  
4670 E. Butler, Fresno  
(559) 600-6191

Ted C. Wills Community Center  
770 N. San Pablo, Fresno  
(559) 621-6720

Stone Soup Fresno  
1345 E. Bull Dog Lane, Fresno  
(559) 224-7613

## DEPARTAMENTO DE POLICÍA DE FRESNO PROCEDIMIENTO DE QUEJAS



“Estamos comprometidos a mantener una comunidad que tiene fuerte confianza en nuestra agencia y que siempre investigaremos quejas de una manera objetiva y completa.”

Jerry Dyer  
Jefe de Policía  
Departamento de Policía de Fresno



**FRESNO POLICE DEPARTMENT  
RECEIPT FOR PERSONNEL COMPLAINT**

COMPLAINANT NAME: \_\_\_\_\_

FPD CASE #: \_\_\_\_\_

EVENT #: \_\_\_\_\_

The Fresno Police Department received your complaint on: \_\_\_\_\_  
**Date**

The complaint is being forwarded to a police supervisor.

You will be contacted by the police supervisor who will review your complaint, and upon completion, will notify you of the results.



**FRESNO POLICE DEPARTMENT  
RECIBO DE QUEJA**

COMPLAINANT NAME: \_\_\_\_\_  
NOMBRE DEL DENUNCIANTE

FPD CASE #: \_\_\_\_\_  
# del Caso

EVENT #: \_\_\_\_\_  
# del Evento

El Departamento de Policia de Fresno recibio su queja: \_\_\_\_\_  
**Date/Fecha**

Su queja sera entregada a el supervisor de la policia. El supervisor de la policia revisara su queja, y cuando termine, se pondra en contacto con usted para notificarle que reviso su queja y darle el resultado.





- GOVERNMENT
- SERVICES
- DOING BUSINESS
- COMMUNITY
- DEPARTMENTS
- I WANT TO...

## Police Department

### Internal Affairs Online Complaint Form

[Home](#) / [Services & Special Units](#) / [Internal Affairs](#) / Internal Affairs Online Complaint Form

# Internal Affairs Online Complaint Form

## FRESNO POLICE DEPARTMENT INFORMATION ADVISORY FOR PERSONNEL COMPLAINTS

You have the right to make a complaint against a police officer for any improper police conduct. California law requires this agency to have a procedure to investigate citizens complaints. You have the right to a written description of this procedure. This agency may find that after the investigation, that there is not enough evidence to warrant action on your complaint. Even if that is the case, you have the right to make the complaint and have it investigated if you believe an officer behaved improperly. Citizen complaints and any reports or findings relating to complaints must be retained by this agency for at least five years.

In the event the complaint results in disciplinary proceedings against the officer(s) or employee(s) named, you may be asked to appear before the Civil Service Board of the City of Fresno or any other examining authority.

I declare under penalty of perjury that the statement I have given is true and correct.

I have read and understand the above statement \*



Yes

# FRESNO POLICE DEPARTMENT COMPLAINT FORM

Name of Complainant

Last Name \*

First Name \*

Middle Name

Sex

Age

Date of Birth \*

Ethnicity/Race

Home Address

Fresno

City

California

State/Province

Zip/Postal

Home Phone \*

Cell Phone

Email

Alternate Address

Alternate Phone

City

State/Province

Zip/Postal

Inmate?

Yes

No

If you move or change contact numbers, please advise the Fresno Police Department, Duty Office at



(559) 621-2375. Failure to provide current information may result in a lack of contact and closing of the complaint.

Location of Incident: \*

Incident Date \*

Time of Incident

 :  

Describe any injuries suffered

Were injury photos taken?

- Yes
- No

Where were the injuries treated

Who treated the injuries?

Were you Arrested?

- Yes
- No

Criminal Charges Pending?

- Yes
- No

Fresno Police Department Report #/Citation #

## FRESNO POLICE DEPARTMENT OFFICER/MEMBER INFORMATION

Badge #

Sex

Name

Race

Vehicle #

Comments



## DETAILS

Please describe the incident in detail

Please indicate if you have filed this complaint with another City of Fresno department or an outside agency regarding this incident. If so, please note the date and person contacted.

Fresno Police Department

Fresno City Mayor's Office

Fresno City Manager's Office

Fresno City Council Member

Fresno City Office of Independent Review

Other Agency

Please note this complaint form is only for incidents involving member(s) of the Fresno Police Department.

## RACIAL PROFILING COMPLAINT REPORTING



If your complaint is based on discrimination related to any of the below categories, please list all that apply with the number of persons affected.

**Nationality**

**Race or Ethnicity**

**Gender**

**Age**

**Religion**

**Gender Identity or Expression**

**Sexual Orientation**

**Mental Disability**

**Physical Disability**

**Complaint type definitions:**

Race or ethnicity bias is defined as a preformed negative opinion or attitude toward a group of persons, such as Asians, Blacks, or Whites, based on physical characteristics or toward a group of persons of the same race who share common or similar traits in language, custom, and tradition.

- Nationality bias is defined as preformed negative opinion or attitude toward a group of persons based on their national origin.



- Gender bias is defined as a preformed negative opinion or attitude toward a group of persons based on their gender.
- Age bias is defined as a preformed negative opinion or attitude toward a group of persons based on their age.
- Religion bias is defined as a preformed negative opinion or attitude toward a group of person based on religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being.  
Examples are Catholics, Jews, Protestants, or Atheists.
- Gender identity or expression bias is defined as a preformed negative opinion or attitude toward a group of persons based on how that group chooses to identify or express their gender preference.
- Sexual orientation bias is defined as a preformed negative opinion or attitude toward a group of persons based on sexual preferences and/or attractions toward and responsiveness to members of their own or opposite sexes.
- Mental disability bias is defined as a preformed negative opinion or attitude toward a group of persons based on mental impediments/challenges, whether such disabilities are congenital or acquired by heredity, accident, injury, advanced age, or illness.
- Physical disability bias is defined as a preformed negative opinion or attitude toward a group of persons based on physical impediments/challenges, whether such disabilities are congenital or acquired by heredity, accident, injury, advanced age or illness.

ADDRESS

[2323 Mariposa Street](#)

[Room 2075](#)

[Fresno, CA 93721](#)

[559.621.7000](#)



POLICE DEPARTMENT

**Andrew Hall**

Police Chief

[\(559\) 621-7000](tel:(559)621-7000)

[Email Us](#)



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## **G.6 Orange County Sheriff's Department**





## PERSONNEL COMPLAINTS

The Orange County Sheriff-Coroner Department has a strict policy of maintaining good law enforcement community relations. To achieve this goal, it is imperative that all complaints against members of the department be thoroughly investigated. We want to know when our service needs to be improved and we also want to provide a means for citizens to redress grievances against the departmental members.

The following is information on how to make a formal complaint and answers some commonly asked questions about our procedures.

### IN WHAT FORM MAY I MAKE MY COMPLAINT?

➤ Complaints are accepted in writing, and in person. In making a complaint, please use the attached Personnel Complaint form. You may mail or walk the form to the following address:

Orange County Sheriff Coroner  
320 N. Flower Street 4<sup>th</sup> Floor  
Santa Ana, Ca 92703  
Internal Investigations Unit

### WHO WILL INVESTIGATE MY COMPLAINT?

- Complaints can be handled by the appropriate Division Commander or by our Internal Investigations Unit. Complaints can be lodged during normal business hours at most of our several facilities located throughout the county. If this is impractical, you may telephone Internal Investigations at (714) 834-5548.
- After normal business hours, complaints can be made to the Sheriffs Watch Commander (714) 647-7000. The Watch Commander will take information regarding the complaint and forward it to the appropriate division.
- Written complaints will also be accepted. Please use the attached "Personnel Complaint Form." Upon receipt of the written complaint, an investigator or other member of the department may interview you.

### IF I WRITE MY COMPLAINT, WHY DO YOU WANT TO TALK TO ME?

➤ The department wants to do a complete investigation of all sincere complaints. Departmental employees are also interviewed, which can lead to a version of events that varies from what is written by a complainant. Fairness to both sides requires that involved parties and witnesses also be interviewed in an attempt to ascertain the truth. Certain facts, recollections, or evidence not originally considered by the complainant could be vital in determining the facts of the incident.

### WHAT WILL HAPPEN TO THE DEPARTMENTAL EMPLOYEE?

➤ That will depend on what, if anything, the employee did wrong. If the actions were criminal, the employee will be dealt with like any other citizen. If their behavior was improper but not criminal, the employee may be disciplined by the Sheriff to the degree warranted by the individual situation. Disciplines can range from reprimands through suspensions to termination.

### WILL I BE INFORMED REGARDING THE OUTCOME OF THE INVESTIGATION?

➤ Yes. Internal Investigations will mail you a letter within 30 days of the disposition of the case CPC 832.7).

SHERIFF-CORONER DEPARTMENT  
County of Orange  
Santa Ana, California

**PERSONNEL COMPLAINT FORM**

Name of Complainant: \_\_\_\_\_ Date Reported: \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

Residence Phone: \_\_\_\_\_ Business Phone: \_\_\_\_\_

Date and time of Incident: \_\_\_\_\_

Location of Incident: \_\_\_\_\_

Name (if known) or description of employee(s) involved: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Name, address & phone number of witness(es): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Summary of Complaint: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



Per the California Penal Code:

**YOU HAVE THE RIGHT TO MAKE A COMPLAINT AGAINST A POLICE OFFICER FOR ANY IMPROPER POLICE CONDUCT. CALIFORNIA LAW REQUIRES THIS AGENCY TO HAVE A PROCEDURE TO INVESTIGATE CITIZENS' COMPLAINTS. YOU HAVE THE RIGHT TO A WRITTEN DESCRIPTION OF THIS PROCEDURE. THIS AGENCY MAY FIND AFTER INVESTIGATION THAT THERE IS NOT ENOUGH EVIDENCE TO WARRANT ACTION ON YOUR COMPLAINT. EVEN IF THAT IS THE CASE, YOU HAVE THE RIGHT TO MAKE THE COMPLAINT AND HAVE IT INVESTIGATED IF YOU BELIEVE AN OFFICER BEHAVED IMPROPERLY. CITIZEN COMPLAINTS AND ANY REPORTS OR FINDINGS RELATED TO COMPLAINTS MUST BE RETAINED BY THIS AGENCY FOR AT LEAST FIVE YEARS.**

This form is available in any of the following languages: Albanian, Armenian, Cambodian, Chinese, Dutch, Dari, Farsi, French, Hebrew, Hindi, Hungarian, Ilocano, Indonesian, Italian, Japanese, Lao, Korean, Polish, Punjabi, Russian, Spanish, Swedish, Tagalog, Tamil, Thai, Urdu and Vietnamese.

Please sign and date this complaint form (or its other language equivalent) and return it to us, so we can proceed with the investigation.

Orange County Sheriff Coroner  
P.O. BOX 449  
SANTA ANA, CA 92702-0499  
Internal Investigations Unit

***By signing this form, I certify that the statements contained in it are true and correct to the best of my knowledge and belief.***

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name (Please print)



# ORANGE COUNTY SHERIFF'S DEPARTMENT

---

SHERIFF-CORONER  
SANDRA HUTCHENS

## QUEJAS DEL PERSONAL

El Departamento del Sheriff del Condado de Orange considera su relación con la comunidad para ser de gran importancia y alienta a todos a expresar sus opiniones sobre el desempeño, el profesionalismo y la conducta de nuestros empleados. Para lograr este objetivo, es importante que todas las quejas contra los miembros del departamento sean investigadas a fondo. Queremos saber cuándo es necesario mejorar nuestro servicio, y también proporcionar un medio para los miembros de la comunidad para notificarnos sobre las quejas contra los miembros del departamento.

La siguiente es información sobre cómo presentar una queja formal y responde algunas preguntas frecuentes sobre nuestros procedimientos.

### ¿EN QUÉ FORMA PUEDO HACER MI QUEJA?

Las quejas se aceptan por escrito y en persona. Al presentar una queja, utilice el formulario de Queja de personal adjunto. Puede llevar el formulario a cualquier estación del Sheriff y / o enviar el formulario por correo a:

Sheriff Coroner del Condado de Orange  
Atención: Unidad de Investigaciones Internas  
PO Box 449  
Santa Ana, CA 92703

### ¿QUIÉN INVESTIGARÁ MI QUEJA?

1. Las quejas pueden ser manejadas por el Comandante de División apropiado o por nuestra Unidad de Investigaciones Internas. Las quejas se pueden hacer durante el horario normal de un t la mayor parte de nuestras estaciones ubicadas a lo largo de l condado. Si esto no es práctico, puede llamar a la Unidad de Investigaciones Internas al (714) 834-5548.
2. Después del horario comercial normal, pueden presentarse quejas al Comandante del Departamento del Alguacil al (714) 647-7000. El Comandante del Departamento tomará información con respecto a la queja y la enviará a la división correspondiente.
3. Las quejas escritas también serán aceptadas. Utilice el "Formulario de reclamo de personal" adjunto. Una vez recibida la queja por escrito, un investigador u otro miembro del departamento puede entrevistarlo.

## PROFESSIONAL STANDARDS DIVISION

---

### SI ESTOY ESCRIBIENDO MI QUEJA, ¿POR QUÉ QUIERES HABLAR CONMIGO?

El departamento quiere hacer una investigación completa de todas las quejas sinceras. Los empleados del departamento también son entrevistados, lo que puede llevar a una versión de eventos que varía de lo que escribe un denunciante. La justicia para ambas partes requiere que las partes involucradas y los testigos también sean entrevistados en un intento de determinar la verdad. Ciertos hechos, recuerdos o evidencia no considerados originalmente por el demandante podrían ser vitales para determinar los hechos del incidente.

### ¿QUÉ LE SUCEDERÁ AL EMPLEADO DEPARTAMENTAL?

Eso dependerá de qué (si acaso) el empleado hizo mal. Si las acciones fueron criminales, el empleado se sentirá como cualquier otro civil . Si el comportamiento fue inapropiado , pero no criminal, el empleado puede ser disciplinado por el Sheriff en la medida en que lo justifique la situación individual. Las disciplinas pueden variar desde reprimendas hasta suspensiones.

### ¿SERÉ INFORMADO SOBRE EL RESULTADO DE LA INVESTIGACIÓN?

Sí; recibirá una correspondencia por escrito del departamento dentro de los 30 días posteriores a la resolución del caso (CPC 832.7).

**FORMULARIO DE QUEJA DEL PERSONAL**

**NOMBRE DEL**

**RECLAMANTE:** \_\_\_\_\_

**FECHA DE**

**REPORTADO:** \_\_\_\_\_

**DIRECCIÓN:** \_\_\_\_\_

**TELÉFONO:** \_\_\_\_\_

**CORREO**

**ELECTRÓNICO:** \_\_\_\_\_

**FECHA / HORA DEL**

**INCIDENTE:** \_\_\_\_\_

**UBICACIÓN DEL**

**INCIDENTE:** \_\_\_\_\_

**NOMBRE DEL / LOS EMPLEADO (S) INVOLUCRADO (S) SI LO**

**CONOCE:** \_\_\_\_\_

**NOMBRE / DIRECCIÓN / TELÉFONO NÚMERO**

**DE TESTIGO ( E S):** \_\_\_\_\_

**RESUMEN DE LA QUEJA:** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**PROFESSIONAL STANDARDS DIVISION**





Según el Código Penal de California:

**TIENE DERECHO A HACER UNA QUEJA CONTRA UN OFICIAL DE POLICÍA POR CUALQUIER CONDUCTA DE POLICÍA INAPROPIADA. LA LEY DE CALIFORNIA REQUIERE QUE ESTA AGENCIA TENGA UN PROCEDIMIENTO PARA INVESTIGAR LAS QUEJAS DE CIVILES. USTED TIENE DERECHO A UNA DESCRIPCIÓN ESCRITA DE ESTE PROCEDIMIENTO. ESTA AGENCIA PUEDE ENCONTRAR DESPUÉS DE LA INVESTIGACIÓN DE QUE NO HAY SUFICIENTES PRUEBAS PARA GARANTIZAR LA ACCIÓN EN SU RECLAMACIÓN. AUN CUANDO ESE ES EL CASO, TIENE DERECHO A HACER LA RECLAMACIÓN Y LA HAGA INVESTIGAR SI CREE QUE UN OFICIAL SE COMPORTÓ INDEBIDAMENTE. LAS QUEJAS CIVILES Y CUALQUIER INFORME O HALLAZGO RELACIONADO CON QUEJAS DEBEN SER RETENIDOS POR ESTA AGENCIA POR LO MENOS CINCO AÑOS.**

Este formulario está disponible en cualquiera de los siguientes idiomas: albanés, armenio, camboyano, chino, holandés, dari, persa, francés, hebreo, hindi, húngaro, ilocano, indonesio, italiano, japonés, lao, coreano, polaco, punjabi, ruso , Español, sueco, tagalo, tamil, tailandés, urdu y vietnamita.

Firme y feche este formulario de queja (o su equivalente en otro idioma) y devuélvanoslo para que podamos continuar con la investigación.

***Al firmar este formulario, certifico que las declaraciones contenidas en él son verdaderas y correctas a mi leal saber y entender.***

\_\_\_\_\_  
Firma

\_\_\_\_\_  
Fecha

\_\_\_\_\_  
Nombre (Imprimir)

**PROFESSIONAL STANDARDS DIVISION**



## PSD

- [Professional Standards Home](#)
- [How to File a Commendation for an Employee](#)
- [How to File a Complaint](#)
- [New Hire Information](#)

# How to File a Complaint

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## POPULAR

## RESOURCES

### Personnel Complaints

The Orange County Sheriff's Department considers its relationship with the community to be of great importance and encourages everyone to express their opinions regarding the performance, professionalism, and conduct of our employees. To achieve this goal, it is important that all complaints against members of the department be thoroughly investigated. We want to know when our service needs to be improved, and also to provide a means for members of the community to notify us of grievances against departmental members.

The following is information on how to make a formal complaint and answers some commonly asked questions about our procedures.

### In what form may I make my complaint?

Complaints are accepted in writing, and in person. In making a complaint, download your form.

<a href="#">Albanian</a>	<a href="#">Armenian</a>	<a href="#">Cambodian</a>	<a href="#">Chinese</a>	<a href="#">Dutch</a>	<a href="#">English</a>
<a href="#">Farsi</a>	<a href="#">French</a>	<a href="#">Hebrew</a>	<a href="#">Hindi</a>	<a href="#">Hungary</a>	<a href="#">Ilocano</a>
<a href="#">Indo</a>	<a href="#">Italian</a>	<a href="#">Japanese</a>	<a href="#">Korean</a>	<a href="#">Lao</a>	<a href="#">Polish</a>
<a href="#">Punjabi</a>	<a href="#">Russian</a>	<a href="#">Spanish</a>	<a href="#">Swedish</a>	<a href="#">Tagalog</a>	<a href="#">Tamil</a>
<a href="#">Thai</a>	<a href="#">Urdu</a>	<a href="#">Vietnamese</a>			

You may take the form to any Sheriff's station and/or mail the form to:

**Orange County Sheriff Coroner Attention:  
Internal Investigations Unit  
PO Box 449 Santa Ana, CA 92703**

### Who will investigate my complaint?

- Complaints can be handled by the appropriate Division Commander or by our Internal Investigations Unit. Complaints can be made during normal business hours at most of our stations located throughout the county. If this is impractical, you may telephone the Internal Investigations Unit at (714) 834-5548.
- After normal business hours, complaints can be made to the Sheriff's Department Commander at (714) 647-7000. The Department Commander will take information regarding the complaint and forward it to the appropriate division.
- Written complaints will also be accepted. Please use the attached "Personnel Complaint Form." Upon receipt of the written complaint, an investigator or other member of the department may interview you.

### If I write my complaint, why do you want to talk to me?

The department wants to do a complete investigation of all sincere complaints. Department employees are also interviewed, which can lead to a version of events that varies from what is written by a complainant. Fairness to both sides requires that involved parties and witnesses also be interviewed in an attempt to ascertain the truth. Certain facts, recollections, or evidence not originally considered by the complainant could be vital in determining the facts of the incident.

**APPLY NOW**  
*Become a Deputy Sheriff*

**STAYING SAFE**  
*Safety Tips & Resources*

**INMATE INFO**  
*Who's In Jail*

**SUBMIT A TIP**  
*Anonymously by Text, Phone or Web*

**MY OC** [Login](#) | [Register](#) »

## What will happen to the Departmental Employee?

That will depend on what (if anything) the employee did wrong. If the actions were criminal, the employee will be dealt with like any other civilian. If the behavior was improper, but not criminal, the employee may be disciplined by the Sheriff to the degree warranted by the individual situation. Disciplines can range from reprimands through suspensions to termination.

## Will I be informed regarding the outcome of the investigation?

Yes; you will receive written correspondence from the department within 30 days of the disposition of the case (CPC 832.7).

### Navigation

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### Resources

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- [Related Government Agencies](#)
- [State Government](#)
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### Social Media and Applications

**County Directory Assistance**  
855.886.5400

*Making Orange County a safe, healthy, and fulfilling place to live, work, and play, today and for generations to come, by providing outstanding, cost-effective regional public services.*

## **G.7 Sacramento Police Department**

**PUBLIC SAFETY COMPLAINT FORM**

This complaint form is for complaints against Sacramento City Police and Fire Department employees only. We do not process complaints against the Sacramento County Sheriff's, California Highway Patrol, Security Guards, or guards at State, County, or federal jails or prisons.

**Complaint Form**  
**City of Sacramento, Office of Public Safety Accountability**  
 915 I Street, HCH 3rd Floor, Sacramento, CA 95814  
 OPSA Main Line: (916) 808-7525

**Primary Contact**

First Name  Last Name

Address  
 Street Address

City  State  Zip

Email

Primary Phone Number  Alternate Phone Number

Date of Birth  DL / ID #

Ethnicity  Gender

**Witness 1**

First Name  Last Name

Full Address  
 Street Address

City  State  Zip

Email  Phone Number

Ethnicity  Gender

Would You Like to add another Witness? \*

Yes  No

**Incident Details**

(Be as specific as possible. It is NOT necessary to know the name and badge # in order to file a complaint)

Date & Time of Incident \*

Place of Occurrence

Employee's Name or Description (if known)

Gender  Ethnicity  Badge #

Employee's Name or Description (if known)

Gender  Ethnicity  Badge #

Employee's Name or Description (if known)

Gender  Ethnicity  Badge #

Summary of Incident

Submit

# The Sacramento Police Department's Citizen Complaint procedure is intended to help you, the community, and the police as well.

If you have a concern about the practices or personnel of the Sacramento Police Department, what can you do about it?

Since 1971, the Sacramento Police Department Internal Affairs Division has investigated citizen complaints regarding police department personnel or policies.

A positive relationship between the police and the public they serve builds confidence and trust, which is essential to effective law enforcement. While the police are charged with vigorous enforcement of the law, they must meticulously observe the rights of the people. Police personnel, at the same time, must be free to take action in a reasonable, lawful, and impartial manner without fear of reprisal.

It is important, therefore, that adequate provisions be made for the prompt receipt, investigation, and disposition of complaints regarding the conduct of Department personnel. To this end, the Sacramento Police Department welcomes feedback about the Department and valid complaints against its members or procedures.

The purpose of the Internal Affairs Division is to ensure complete, fair, and impartial investigations of citizen complaints.

## HOW TO MAKE A COMPLAINT

The first step is to call, write, come in person, or visit us online:

Internal Affairs Division  
Sacramento Police Department  
5760 Freeport Boulevard  
Sacramento, CA 95822

Hours: 8:00 a.m. - 5:00 p.m. Mon - Fri  
Phone: 916-808-2290 (24 hours a day)  
Mailing Address: 5770 Freeport Blvd. Suite 100  
Sacramento, CA 95822

Web Page: [www.sacpd.org](http://www.sacpd.org)

## INVESTIGATION PROCEDURE

The person receiving your concern will ask you to provide as much information as possible regarding the incident. If you were involved in or witnessed the incident, an extremely important part of the investigation is to obtain a statement from you. If your concern stems from an arrest or citation issued to a family member or yourself, it may not be investigated until the legal matter has been settled.

Depending on the circumstances of your concern, it may be investigated in one of two ways:

An informal investigation may be resolved in a number of ways and without requiring a letter of disposition, if, for instance, the complaining party:

- Is satisfied that appropriate action has been taken by a Department supervisor.
- Is merely requesting clarification of a policy or procedure, or the alleged misconduct or improper job performance, even if true, would not constitute a violation of law or Department policy or procedure.
- Withdraws the allegation(s), refuses to cooperate, or becomes unavailable.
- Makes an allegation(s) that lacks any arguable basis or merit and/or was made for the purposes of harassment.

When a formal investigation occurs at the direction of the Internal Affairs Captain, each allegation is examined on its own merits. These investigations may require investigators to contact all available witnesses, including police officers, examine any relevant physical evidence, review video, and gather all information pertinent to each allegation made in the complaint. The Chief of Police or designee will render a finding in each case. There are four possible findings:

**Sustained:** The investigation disclosed enough evidence to clearly prove the allegation.

**Not sustained:** The investigation failed to reveal enough evidence to clearly prove or disprove the allegation.

**Exonerated:** The act that proved the basis for the complaint did occur; however, the investigation revealed the act was justified, lawful, and proper.

**Unfounded:** The investigation produced sufficient evidence to prove that the alleged act or acts did not occur. This finding shall also apply when individual personnel named in the complaint were not involved in an act that did occur.

At the conclusion of a formal investigation, you will be notified of the disposition of the complaint in writing. The type of corrective action imposed is subject to the provisions of the Charter of the City of Sacramento, the rules of the Civil Service Board and, when appropriate, the City Manager. Discipline may include counseling, training, and action up to and including termination. If your complaint is sustained and punitive discipline is imposed, the employee has appeal rights. Therefore, you may be required to testify at one or more administrative proceedings.

## Summing Up

Your valid concerns and feedback help us protect the community from possible misconduct by employees. At the same time, a thorough and impartial investigation procedure helps protect employees from unwarranted charges when they perform their duties properly.

Per California Penal Code Section 832.5 (a):

*“Each department or agency in this State which employs peace officers shall establish a procedure to investigate citizens’ complaints against the personnel of such departments or agencies, and shall make a written description of the procedure available to the public.”*

Penal Code Section 148.6 (b) states that any law enforcement agency accepting a concern of misconduct against a peace officer shall require the complainant to read and sign the following information advisory:

*“You have the right to make a complaint against a police officer for any improper police conduct. California law requires this agency to have a procedure to investigate citizens’ complaints. You have a right to a written description of this procedure. This agency may find after investigation that there is not enough evidence to warrant action on your complaint; even if that is the case, you have the right to make the complaint and have it investigated if you believe an officer behaved improperly. Citizen complaints must be retained by this agency for at least five years. It is against the law to make a complaint you know to be false. If you make a complaint against an officer knowing that it is false, you can be prosecuted on a misdemeanor charge.”*

## Sacramento Police Department



### Mission Statement

The Mission of the Sacramento Police Department is to work in partnership with the community to protect life and property, solve neighborhood problems, and enhance the quality of life in our City.

### City of Sacramento Office of Public Safety Accountability

The Mission of the Office of Public Safety Accountability (OPSA) is to enhance relationships between the City of Sacramento’s public safety employees and the community by independently accepting, monitoring and investigating complaints of misconduct.

Complaints to OPSA about public safety employees may be made by phone at 916-808-7525, in person at the OPSA office, 915 I Street, HCH 3<sup>rd</sup> Floor, Sacramento, CA 95814, or at [www.cityofsacramento.org/opsa](http://www.cityofsacramento.org/opsa).

# Sacramento Police Department

## Citizen Complaint Procedure



Sacramento Police Department  
Internal Affairs Division  
5760 Freeport Blvd.  
Sacramento, CA 95822-3516

Phone: (916) 808-2290

**Daniel Hahn**  
Chief of Police



# City of SACRAMENTO POLICE DEPARTMENT

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POLICE HOME

▶ ABOUT

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9-1-1

CRIME TIPS

DEPARTMENT PHONE  
DIRECTORY

EMAIL THE POLICE  
DEPARTMENT

OUTSIDE AGENCY  
DIRECTORY

PERSONNEL  
COMMENDATION

PERSONNEL  
COMPLAINT FORM

▶ POLICE FACILITIES

## PERSONNEL COMPLAINT PROCEDURE

### INTRODUCTION

The Sacramento Police Department's complaint procedure is outlined in our [Internal Investigation Manual \(RM 220.01\)](#). This procedure is intended to help you, the community, and the police as well. A positive relationship between the police and the public they serve, fostered by confidence and trust, are essential to effective law enforcement. While the police are charged with vigorous enforcement of the law, they must meticulously observe the rights of all people. Police personnel, at the same time, must be free to take action in a reasonable, lawful, and impartial manner without fear of reprisal.

It is important, therefore, that adequate provisions be made for the prompt receipt, investigation and disposition of complaints regarding the conduct of Department personnel. To this end, the Sacramento Police Department welcomes feedback of the department and valid complaints against its members or procedures. The purpose of the Internal Affairs Division is to ensure complete, fair and impartial investigations of citizen complaints.

### INVESTIGATION PROCEDURE

The person receiving your concern will ask you to provide as much information as possible regarding the incident. If you were involved in or witnessed the incident, an extremely important part of the investigation is to obtain a statement from you.



SACRAMENTO COUNTY  
JAILSACRAMENTO VALLEY  
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When an investigation occurs, each allegation is examined on its own merits. These investigations may require investigators to contact all available witnesses, including police officers, examine any relevant physical evidence, review video, and gather all information pertinent to each allegation made in the complaint. The Chief of Police or designee will render a finding in each case. There are four possible findings:

- **Sustained** - The investigation disclosed enough evidence to clearly prove the allegation.
- **Not Sustained** - The investigation failed to reveal enough evidence to clearly prove or disprove the allegation.
- **Exonerated** - The act which provided the basis for the complaint did occur; however, the investigation revealed the act was justified, lawful and proper.
- **Unfounded** - The investigation has produced sufficient evidence to prove that the act or acts alleged did not occur. This finding shall also apply when individual personnel named in the complaint were not involved in an act that did occur.

At the conclusion of an investigation, you will be notified of the disposition of the complaint in writing or via email. The type of corrective action imposed is subject to the provisions of the Charter of the City of Sacramento, the rules of the Civil Service Board and, when appropriate, upon approval of the City Manager. Discipline may include counseling, training, and action up to and including termination. If your complaint is sustained and punitive discipline is imposed, the employee has appeal rights. Therefore, you may be required to testify at one or more administrative proceedings.

## SUMMARY

Your valid concerns and feedback help us protect the community from possible misconduct by employees. At the same time, a thorough and impartial investigation procedure helps protect employees from unwarranted charges when they perform their duties properly.

[California Penal Code Section 148.6](#) articulates your rights to make a complaint, and our responsibility to maintain records of complaints.

In summary, your rights and our responsibilities per CPC Section 148.6 are as follows:

*“You have the right to make a complaint against an employee for improper conduct. California law requires this agency to have a procedure to investigate personnel complaint, provide written description of this procedure, and retain complaints for at least five years.”*

## HOW TO MAKE A COMPLAINT

The process for submitting a complaint to the Internal Affairs Division is explained in detail in the [Citizen Complaint Procedure Brochure \(SPD 745\)](#). Complaints can be submitted to our Internal Affairs Divisions in the following ways:

1. [Online Complaint Form](#)
2. Call the Internal Affairs at: (916) 808-2290
3. Send an email to: [IAConcerns@pd.cityofsacramento.org](mailto:IAConcerns@pd.cityofsacramento.org)
4. Send a letter to: Sacramento Police Department  
Internal Affairs Division  
5760 Freeport Blvd.  
Sacramento, CA 95822
5. Contact the [Office of Public Safety Accountability](#)
6. To avoid unnecessary in-person contact in accordance with the City of Sacramento's Covid-19 preventative protocols, our Internal Affairs Division is currently closed to walk-in complainants. This webpage will be updated once our offices resume walk-in services.

***Any complaint against a Sacramento Police Department employee should include as much information as possible, including:***

1. Your name, address (home and business), and phone numbers where we can call you
2. Your date of birth, age, sex, and race
3. Date and time of the event that you are filing a complaint about
4. Name and badge number of the Police Department employee(s) involved, if you have them
5. Vehicle number of the police vehicle involved, if you have it
6. Description of the event; please give us as much detail as possible.
7. The names, addresses and phone numbers of any witnesses to what happened

## SITEMAP

### ONLINE SERVICES

311 Service Requests  
Animals and Pets  
eBid Portal  
Bike Registry  
City Code

### LIVING HERE

Arts and Culture  
Birth & Death Certificates  
Code Compliance  
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### BUSINESS

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## SACRAMENTO POLICE DEPARTMENT COMPLAINT FORM

This complaint form is for complaints against Sacramento City Police Department employees only. We do not process complaints against any other federal, state, county, or city law enforcement agencies, including, but not limited to, the Sacramento County Sheriff's, California Highway Patrol, Security Guards, or guards at State, County, or federal jails or prisons.

Additional information on the process for submitting a complaint to the Internal Affairs Division is explained in detail in the [Citizen Complaint Procedure Brochure \(SPD 745\)](#).

**Sacramento Police Department, Internal Affairs Division**  
 5760 Freeport Blvd, Sacramento, CA 95822  
 SPD Internal Affairs Main Line: (916) 808-2290



### Primary Contact

Name

First Name	Last Name
<input type="text"/>	<input type="text"/>

Address

Street Address


City	State	Zip
<input type="text"/>	Choose State <span style="font-size: 0.8em;">▼</span>	<input type="text"/>

Email

Primary Phone Number	Alternate Phone Number
<input type="text"/>	<input type="text"/>

Date of Birth	DL / ID #
<input type="text" value="MM/DD/YYYY"/>	<input type="text"/>

Ethnicity	Gender
<input type="text"/>	<input type="text"/>

### Witness 1

First Name  Last Name

Full Address  
Street Address

City  State  Zip


Email  Phone Number

Ethnicity  Gender

Would You Like to add another Witness? \*  
 Yes  No

### Incident Details

(Be as specific as possible. It is NOT necessary to know the name and badge # in order to file a complaint)

Date & Time of Incident \*  


Place of Occurrence

Employee's Name or Description (If known)

Gender  Ethnicity  Badge #

Employee's Name or Description (If known)

Gender  Ethnicity  Badge #

Employee's Name or Description (If known)

Gender  Ethnicity  Badge #

Summary of Incident

**Submit**

