

SFPD Sustained Complaints Report
Internal Affairs Division

Complaint Number	DPA Complaint #	Date Filed with IAD	Allegation Type	Summary of IAD Findings	Date of Sustained Finding	Actions/Discipline Imposed	Actions Date/Range	Incident Status	Complaint Summary
MCD-2020-0099		7/13/20	CU	Improper Conduct	06/01/2021	Retraining, Suspension (1 day served)	08/11/2021, 6/7/21	Closed	Left a firearm unsecured in an unattended vehicle.
MCD-2020-0100		7/21/20	FTA, ND	Improper Conduct	06/01/2021	Incomplete Discipline	Terminated	Closed	Violated DGO 2.01, Rule 10. Failed to complete required training pursuant to DB 18-260. Disrespected a superior officer, a violation of DGO 2.01, Rule 13.
MCD-2020-0139		11/3/20	ND	Improper Conduct	06/01/2021	Admonishment, Retraining	08/18/2021	Closed	Used Department email for personal use, in violation of DGO 10.08 & DB 19-051. In that email, used a biased word in violation of Department policy and procedures.
MCD-2021-0004		5/1/20	ND	Improper Conduct	06/01/2021	Retraining, Written Reprimand	09/09/2021	Closed	Failed to activate Body Worn Camera in violation of DGO 10.11 and DB 18-256. Violated DGO 2.01, Rule 19.
MCDO-2020-0018	00044836-20	3/9/21	ND	Improper Conduct	06/01/2021	Retraining, Written Reprimand	12/15/2021	Closed	Failed to activate Body Worn Camera, in violation of DGO 10.11.
MCD-2020-0107		7/15/20	CU	Improper Conduct	06/07/2021	Admonishment, Retraining	07/02/2021	Closed	Used personal social media while on duty, without proper authorization, in violation of DGO 2.09 III A.

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MCDO-2020-0028	00044291-20	4/20/21	Failed to Provide Name or Star Number, Inappropriate Behavior/Comments, Sexually Derogatory Behavior	Improper Conduct	06/07/2021	Suspension (10 days served)	08/26/2021, 8/11/21-8/26/21	Closed	Behaved or spoke inappropriately. Failed to provide name. Engaged in sexually derogatory behavior or made sexually derogatory comments.
MCD-2020-0106		6/25/20	CRD	Improper Conduct	06/14/2021	Retraining, Suspension (10 days served)	7/14/21 - 08/09/2021	Closed	Displayed a personal firearm in a manner that brought discredit to the Department.
MCD-2021-0052		6/4/21	CU, ND	Improper Conduct	06/14/2021	Retraining, Suspension (5 days served)	12/14/2021, 12/16/21-12/22/21	Closed	Violated DGO 2.01, rule 10 (Written Orders) by disobeying a verbal order from a supervisor. Violated DGO 2.01, Rule 13 (Respectfulness) by being disrespectful to a supervisor. Did not properly secure a door as required by the Airport Security Program, in violation of SFO Rules and Regulations 1.0(A) and SFO Rule 7.3(C). (3). (b).
MCD-2021-0067		5/21/21	ND	Improper Conduct	06/14/2021	Retraining, Written Warning	07/26/2021	Closed	Violated DGO 2.01, Rule 22, Care of Department Property and 10.02 A.1, Equipment Safekeeping and Use, when Department Property was stolen from a personal vehicle.

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MCD-2021-0068	00044805-20	4/5/21	ND	Improper Conduct	06/14/2021	Retraining, Written Warning	09/13/2022	Closed	Failed to activate BWC and capture entire incident during a traffic stop, in violation of DGO 10.11.03 C 4 and DB 18-256. BWC Procedure. Failed to notify the communications division for an on-view assignment, in violation of DGO 1.03 A.1.b Failed to make a required SDCS entry, in violation of DB 18-247.
MCD-2021-0068	00044805-20	4/5/21	ND	Improper Conduct	06/14/2021	Retraining, Suspension (1 day served, 1 day held in abeyance)	04/05/2022, 9/21/22	Closed	Failed to activate BWC and capture the entire incident during a traffic stop, in violation of DGO 10.11.03 C 4 and DB 18-256. Failed to notify the communications division for an on-view assignment, in violation of DGO 1.03 A.1.b Failed to make a required SDCS entry, in violation of DB 18-247.
MCD-2020-0023	00044805-20	4/5/21	Inappropriate Behavior/Comments	Improper Conduct	06/14/2021	Retraining, Suspension (1 day served, 1 day held in abeyance)	04/05/2022, 9/21/22	Closed	Used profanity in a uncivil manner, in violation of DGO 2.01, Rules 9 & 14 (Inappropriate Behavior or Comments)

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MCD-2020-0118		8/23/20	CU	Improper Conduct	06/25/2021	Retraining, Written Reprimand	10/31/2021	Closed	Authored an incident report with disparaging language about other City agencies, in violation of DGO 2.01, Rule 9 Misconduct.
MCD-2020-0118		8/23/20	ND	Improper Conduct	06/25/2021	Retraining, Written Reprimand	11/05/2021	Closed	Failed to review subordinate's arrests and reports for appropriateness
MCD-2020-0032	00044876-20	4/30/21	Inappropriate Behavior/Comments, ND	Improper Conduct	06/25/2021	Incomplete Discipline	Retired	Closed	Behaved or spoke inappropriately, DGO 2.01. Failed to activate a Body-Worn Camera as required, DGO 10.11 & DB 18-256.
MCD-2020-0126		9/21/20	Discourtesy, Writing an Inaccurate Incident Report	Improper Conduct	06/30/2021	Retraining, Suspension (3 days served, 4 held in abeyance)	6/27/2022, 7/18/22-7/20/22	Closed	Violated DB 18-154 - failed to document Incident Report accurately. Violated DGO 2.01, Rule 14 (Public Courtesy).
MCD-2020-0131		10/13/20	Failure to Write an Incident Report, ND	Improper Conduct	06/30/2021	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	Violated DGO 10.11 (Body Worn Camera) while conducting an investigation. Failed to write a police report, in violation of DGO 1.03 A, 5, d.
MCD-2020-0131		10/13/20	ND	Improper Conduct	06/30/2021	Open - Assigned to Attorney	Pending	Open - Assigned to Attorney	Violated DGO 10.11 (Body Worn Camera) while conducting an investigation. Failed ensure the proper completion of an assignment in violation of DGO 2.01(19) (Equal Rank Responsibility).

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MCD-2021-0029	00044865-20	3/3/21	ND	Improper Conduct	06/30/2021	Admonishment, Retraining	08/16/2021	Closed	Failed to respond to a DPA member response form, in violation of DGO 2.04, section C.1.
MCD-2021-0037		2/3/21	ND	Improper Conduct	06/30/2021	Admonishment, Retraining	07/19/2021	Closed	Stopped at a TSA Checkpoint at SFO for having a firearm slide and pocket knife (prohibited items) in carry on baggage (Violation of DB 18-061)
MCD-2021-0043		4/23/21	ND	Improper Conduct	06/30/2021	Admonishment, Retraining	07/16/2021	Closed	Did not take care of Airport Division Issued SIDA badge and lost it, in violation of DGO 2.01, Rule 24 (Loss or Damage to Department Property).

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Guide to Acronyms

ACE – Access Control Event

AI – Administrative Investigation

ATF – Bureau of Alcohol, Tobacco, Firearms and Explosives

AWOL – Absent Without Leave

BWC – Body Worn Camera

CAD – Computer Aided Dispatch

CIT – Crisis Intervention Team

CRD – Conduct Reflecting Discredit

CSI – Crime Scene Investigation

CU – Conduct Unbecoming

DB – Department Bulletin

DGO – Department General Order

DN – Department Notice

DOC – Department Operations Center

DPA – San Francisco Department of Police Accountability

DSW – Disaster Service Worker

DUI – Driving Under the Influence

DV – Domestic Violence

EEO – Equal Employment Opportunity

ERIW – Extended Range Impact Weapon

FMLA – Family and Medical Leave Act

FTA – Failure to Appear

FTO – Field Training Officer

HRMS – Human Resource Management System

LEP – Language Access Services for Limited English Proficient

ND – Neglect of Duty

OIS – Officer Involved Shooting

PIP – Performance Improvement Plan

PLES – Police Law Enforcement Services

SDCS – Stop Data Collection System

SFO – San Francisco International Airport

SF SPCA – San Francisco Society for the Prevention of Cruelty to Animals

SIDA – Security Identification Display Area

TSA – Transportation Security Administration

UA – Unwarranted Action

UOF – Use of Force

Please Note: Data for this report has been extracted from the SFPD Administrative Investigations Management (AIM) database on September 12, 2023. The AIM database requires manual data entry. Some cases that are designated as open within this report may have been closed at the time of the data query, but may not have been updated in the system. Additionally, some cases may have subsequently closed.