

## DGO 11.12 UPDATE SUMMARY

### Key Policy Changes:

- **Focused on Temporary Modified Duty**  
The “Reasonable Accommodation” section was removed from this policy. Reasonable accommodations are governed by federal, state and local laws with very little room for policy modifications. Our ADA Coordinator issues a department notice (DN 24-045, *Employee Information Regarding SFPD Reasonable Accommodation Process*) as a legal update and ADA resource for our members.
- **Clarified that temporary modified duty applies to both industrial and non-industrial medical conditions.**  
The new policy expressly states that temporary modified duty may be offered for both work-related and non-work-related medical conditions.
- **Removed the general restriction on district station assignments**  
The old policy generally prohibited members from being placed at district stations while on temporary modified duty. That restriction has been removed, allowing assignments to be determined by medical restrictions and the Department’s operational needs.
- **Added qualification rules**  
The revised policy excuses members on temporary modified duty from range qualification, physical fitness testing, and AO/continuing training while they are medically restricted. Members must become current with those requirements after returning to full duty.
- **Uniform and work attire rules**  
The revised policy states that members on temporary modified duty shall not wear a police uniform or carry a firearm.