



Fourth Quarter 2024/First Quarter 2025 Policy Work San Francisco Department of Police Accountability

Prepared for San Francisco Police Commission

Department of Police Accountability

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Policy Overview

The Fourth Quarter of 2024 marked the conclusion of DPA's involvement with the 2024 Department General Order review timeline. With the General Order workstream winding down for the year, our office was able to shift focus toward increased engagement with stakeholder groups, analysis of policy failure cases, and laying the groundwork for Q1 2025 and beyond.

Key Work This Quarter:

This included participating in U.S. Department of Justice training on emerging policing issues, conducting preliminary research for 2025 Working Groups, and developing projects for our Winter/Spring intern cohort. We also re-engaged with the SFPD Language Access Working group to support citywide collaborating and internal DPA initiatives.

1. **Working Group Participation:** DPA continued work on the DGO 5.20 Language Access Working Group (Concluded in Q4 2024) and DGO 6.16 Sexual Assault Working Groups (Concluded Q1 2025).
2. **USDOJ Training:** DPA continued its participation in U.S. Department of Justice COPS trainings on emerging issues in policing. During Q4, DPA completed a course on best practices for encounters involving individuals with intellectual and developmental disabilities as well as an additional course on community policing. These trainings help inform our policy recommendations with the latest national guidance.
3. **DPA Cases resulting in Policy Failures:** DPA closed 3 cases as policy failures during Q4 2024 and Q1 2025. These cases resulted in 2 new policy failure reports and one reference to a prior closed policy failure report on missing persons.
 - a. **Conflicts of Interest:** The first policy failure case was related to a complaint that an investigator had an undisclosed conflict of interest with a victim. DPA recommended the Department issues clearer guidance in DGO 2.01 about what types of conflicts of interest should be reported to superior officers. The report recommended including a definition of personal and family interests, define responsibilities for a supervisor receiving a report, and a procedure for the involved member to follow if a supervisor is unavailable.
 - b. **Prioritize Sexual Assault Warrant:** The second case involved a complaint that officers failed to timely serve an arrest warrant on a neighbor who was committing

lewd acts in the presence of children. DPA recommended updating a Bureau Order on fugitive apprehension to prioritize SVU cases. The prior guidance listed murder, arson, robbery, burglary, and narcotic offenses as priorities.

- c. Missing Persons/Ebony Alert:** The final policy failure case involved a complaint that SFPD did not issue an ebony alert for a missing black youth. At the time of the complaint, the Missing Persons DGO was being updated, and there were prior DPA memos and policy failure reports on this issue. DPA cited the prior memo and included two additional recommendations.
- 4. 2025 Working Group Preparation:** DPA currently has two interns in the Winter/Spring cohort who are conducting research in preparation for this year's Working Groups.
 - a. DGO 5.23 Deaf and Hard of Hearing:** One of the projects underway is focused on DGO 5.23, Interactions with Deaf and Hard of Hearing Individuals. Our intern is compiling best practices from the International Association of Chiefs of Police (IACP), U.S. Department of Justice, CA POST, and several jurisdictions across the country. We will begin meeting with stakeholders next week to gather feedback on the last working group process.
 - b. DGO 6.09 Domestic Violence:** The second project involves reviewing SFPD's current DV DGO and manual and comparing them with other local jurisdictions. We are now moving onto outreach and stakeholder engagement, starting with DV service providers, as we prepare for the summer working group.
- 5. Reconnecting with 2024 LEP Working Group:** DPA spent the last few months re-connecting with members of the LEP working group to conduct outreach and build our capacity to assist LEP individuals. Internally, this work includes building out the scope of our Language Access Coordinator to help ensure a single point of contact for the Board of Supervisors, service providers, and limited-English proficient community members.