



**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**

To: Sheriff Paul Miyamoto, Undersheriff Katherine Johnson, Assistant Sheriff Tanzanika Carter, Chief of Staff John Ramirez, and Chief Legal Counsel Rani Singh

Cc: Mayor Daniel Lurie

From: Executive Director Mawuli Tugbenyoh, Human Rights Commission (HRC), Executive Director Dr. Diana Aroche, Department on the Status of Women (DOSW), and Executive Director Paul Henderson, Department of Police Accountability (DPA)

Date: January 15, 2026

Subject: Joint Recommendations Following Multi-Agency County Jail 2 Tour and Roundtable (December 8, 2025)

I. Purpose

This memorandum presents joint recommendations from the Department of Police Accountability (DPA), the Human Rights Commission (HRC), the Office of Transgender Initiatives (OTI), the Commission on the Status of Women (COSW), and Department on the Status of Women (DOSW) following a December 8, 2025, multi-agency tour and briefing of County Jail #2 (CJ2). The visit was facilitated by Sheriff Miyamoto in response to a complaint filed by the Public Defender regarding an alleged strip search conducted by Sheriff's Deputies on May 22, 2025, of multiple incarcerated individuals at the facility. The incident was followed by an October 15, 2025, report of an alleged sexual assault of a transwoman in a bathroom of CJ2. The initial recommendations outlined below are intended to support transparency, accountability, improved conditions, and strengthened trust between incarcerated individuals, the Sheriff's Office, and oversight entities.

II. Background

Pursuant to the San Francisco Charter, the HRC is empowered to investigate complaints of unlawful discrimination and ensure the civil rights of all persons within San Francisco, as well as investigate and make recommendations to assist in solving community-wide problems resulting in intergroup tensions and discrimination. S.F. Charter Sec. 4.107; Admin. Code Sec. 12A.5(g). The COSW and DOSW may recommend policies and practices for the City and County to reduce the particular impacts on women and girls of problems related to sexual harassment. S.F. Charter Sec. 4.119. The COSW and DOSW may also review and make recommendations to the City and County's law enforcement agencies regarding the treatment of women and girls in the correctional and juvenile justice systems. Admin. Code § 33.4(f).

The Department of Police Accountability (DPA) is empowered by San Francisco Charter Sec. 4.136(d) to "investigate all complaints regarding police use of force, misconduct or allegations



that a member of the Police Department has not properly performed a duty.” The Office of the Sheriff’s Inspector General (OSIG) is authorized by Charter Sec. 4.137(e)(1) to “investigate complaints against [San Francisco Sheriff’s Office (SFSO)] employees and [SFSO] contractors.” Since 2019, the DPA has performed some of OSIG’s investigative responsibilities, focusing on a narrower scope of complaints alleging serious misconduct by SFSO deputies. This work is authorized through a letter of agreement between the two departments.

On December 1, 2025, SFSO formally requested that DPA conduct an independent investigation into the complaint regarding strip searches at CJ2 on May 22, 2025. The request acknowledged that the subject matter fell outside the scope of the existing agreement between the SFSO and the DPA.

On December 8, 2025, representatives from the SFSO, DPA, the HRC Department and Commission, the COSW and DOSW, the Sheriff’s Department Oversight Board (SDOB), the Mayor’s Office for Victims’ Rights (SHARP), and the office of Supervisor Chen participated in a joint tour of CJ2.

The visit included:

- A preliminary briefing and overview of contraband and search procedures;
- A tour of the family visiting area, interview rooms, and housing units or “pod” area, including areas associated with complaints regarding mass strip searches;
- A conversation with incarcerated members of the Sisters in Sober Treatment Empowered in Recovery (SISTER) group; and
- A post-tour debrief and inter-agency discussion.

III. Key Experiences Raised During the Visit

Experiences raised by incarcerated individuals and discussed during the tour and debrief included:

- Fear of retaliation for raising concerns or filing grievances
- Disruptions caused by lockdowns, including loss of programming, showers, phone access, and attorney visits
- Antagonization of incarcerated individuals by Sheriff’s Deputies especially during the “19-2” shift
- Limited and narrowly focused programming, with insufficient job training, educational opportunities, and reentry preparation
- Housing challenges related to domestic violence, mental health, and substance use issues and other structural barriers



- Sanitation concerns within housing units, including a lack of training and personal protective gear when incarcerated individuals are required to clean up human biohazard
- Perceived lack of responsiveness to grievances and disciplinary disputes
- Resource constraints affecting maintenance, legal access, and programming, including Prisoner Legal Services (PLS) and Jail Psych Services (JPS)
- Inappropriate cohabitation between the general population of incarcerated individuals and those with higher behavioral health needs
- Long pre-trial in custody periods (including one woman who shared she had been at CJ2 for 11 years)

IV. Suggested Next Steps

1. Conduct a Coordinated Review of Key Sheriff's Department Policies and Establish a Process for Input and Potential Updates

Conduct a coordinated inter-agency review of the following publicly available San Francisco Sheriff's Department policies and manuals to assess alignment between written policy and practice related to the alleged May 22, 2025 incident:

- a. Custody and Court Operations Procedure Manual
- b. Administration and Field Operations Policy Manual
- c. Search and contraband-related procedures
- d. Body-worn camera and recording policies
- e. Grievance, discipline, and complaint procedures

As part of this review, establish a clear and transparent process that identifies implicated policy sections, allows DPA, HRC, COSW and DOSW, and other relevant stakeholders to provide structured input, clarifies decision-making authority, sets timelines for review and feedback, and communicates any approved updates or guidance to Sheriff's staff and incarcerated individuals.

2. Strengthen Anti-Retaliation Protections

Reinforce safeguards to ensure incarcerated individuals who raise concerns or file grievances are protected from retaliation.

3. Improve Transparency Regarding Lockdowns

Provide clear communication to residents regarding the purpose, scope, and anticipated duration of lockdowns or resource-limitation periods and track associated service disruptions.

4. Address Facility and Behavioral Health Needs

Explore alternative housing or specialized placements for incarcerated individuals



experiencing pre-acute mental health crises or withdrawal. In accordance with Title 15 of the California Code of Regulations, ensure the sanitation and cleanliness of the facility by maintaining appropriate staffing levels for the health and safety of both staff and incarcerated individuals while they remain under the care of the City and County of San Francisco. Improve responsiveness to sanitation and health concerns by ensuring that incarcerated individuals cleaning human biohazard have appropriate training and protective gear.

5. Expand and Diversify Programming

Collaborate with incarcerated individuals, Sheriff's staff, the Reentry Council, and others (e.g. through surveys, interviews, and a comparative assessment of programming at CJ2) to identify most effective programming to support successful reentry and reduce recidivism. Increase access to programming by offering afternoon and evening options, expanding non-addiction-focused programming, expanding credit-bearing educational opportunities, and strengthening job training and reentry preparation.

In addition, upon review of the "San Francisco Sheriff's Office, Incarcerated Person Orientation Handbook" we encourage revisions to include contact information for agencies involved in independent oversight and resident complaint services.

6. Enhance Grievance and Discipline Processes

Review grievance response timelines, improve feedback to incarcerated individuals, and strengthen confidence that complaints are reviewed fairly and consistently.

7. Improve Orientation and Communication

Update and distribute accessible orientation materials, conduct regular in-pod orientations, and clearly identify the roles of oversight bodies and avenues for raising concerns. Additionally, clarify and strengthen the ways in which incarcerated individuals are informed of their rights.

8. Pursue Collaborative Education and Outreach

Partner with oversight bodies and community stakeholders to develop educational materials, including public service announcement videos explaining rights, grievance processes, and available service for incarcerated individuals in custody.

9. Address Long Term Pretrial Incarceration

Partner with the District Attorney to prioritize cases of individuals who have been incarcerated for multiple years and ensure appropriate custody options are available.

10. Improving Community Trust and Building Communication

Convene sessions with community providers and key stakeholders to provide updates to ongoing changes and to receive feedback.



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11. Convene a Follow-Up Meeting to Review Progress and Next Steps

Convene a follow-up meeting with participating departments, oversight bodies, and commissions to review progress on these recommendations, discuss findings from the policy review, identify any proposed changes or corrective actions, and confirm timelines and points of accountability.

V. Conclusion

The December 8, 2025, CJ2 tour highlighted important operational challenges and community concerns that warrant continued attention and collaboration. The joint initial findings and recommendations outlined above are intended to support transparency, accountability, civil rights, and improvements in custodial practices, while strengthening trust between incarcerated individuals, the Sheriff's Department, and oversight bodies.

DPA, HRC, and DOSW look forward to continued partnership with the Sheriff's Department and other stakeholders as these recommendations are considered and implemented.