

**SAN FRANCISCO POLICE COMMISS. REPORT OF DISCIPLINARY ACTIONS**  
**1st Quarter 2018**

CASE #	VIOLATION(S)	CHARGE(S)	PROCEEDING	PENALTY
ALW IAD 2017--0190	Specification #1: DGO 2.01, Rule 9	Specification #1: Making statements that show extreme bias and hatred incompatible with the duties of a sworn police officer	Disability retirement effective 09/01/16	
IAD 2016-0206	Specification #1: DGO 2.01, Rule 9; Specification #2 : DGO 2.01, Rule 9; Specification #3: DGO 2.01, Rule 9	Specification #1: Directing credible threats toward others; Specification #2: Sending text messages that exhibit racial bias; Specification #3: Improper involvement in a criminal investigation and abuse of authority	Stipulated Agreement	Termination held in abeyance for five years; 200 days suspension; Assignment restriction: no public contact position for one year upon completion of suspension; Personal development training: engage in activities or programs addressing personal development for at least one year; Implicit bias training