



San Diego County Sheriff's Department

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William D. Gore, Sheriff

February 1, 2021

Susan N. Youngflesh, Board Chairperson
Citizens' Law Enforcement Review Board
555 West Beech Street, Suite 505
San Diego, CA 92101-3819

CLERB CASE NUMBER: 19-021

Dear Chairperson Youngflesh,

The Sheriff's Department welcomes and supports the Citizens' Law Enforcement Review Board's (CLERB) independent review of complaints alleging improper actions by members of this organization and in-custody deaths. We continuously strive to respond with professionalism and concern to the citizens we serve and the CLERB process provides invaluable input to that end.

On June 3, 2020, CLERB recommended policy changes related to San Diego County Sheriff's Department Policy and Procedure Section 2.53 *Discrimination*. CLERB specifically recommended the below changes:

1. CLERB recommends that the Sheriff's Department also include retaliation and sexual harassment.
2. Additionally, CLERB recognizes that the wording in the policy recognizes "gender and sexual orientation;" however, the policy fails to include "sex identity." It is recommended that the policy be changed to reflect all discrimination types.

This policy recommendation was thoroughly reviewed at all levels in this organization and we agree that clarification was warranted. Please see the attached revised policy and procedure for 2.53 *Discrimination*, which was implemented January 25, 2021.

CLERB #19-021
Policy Response

In closing, we appreciate the time and effort of the Citizen's Law Enforcement Review Board. I would like to thank you for your service to the Citizens of San Diego County and the policy recommendations. It is our goal to provide the "Highest quality public safety services" to everyone in San Diego County.

Sincerely,


WILLIAM D. GORE, SHERIFF

Scott Amos, Lieutenant
Division of Inspectional Services
Office of the Sheriff

San Diego County Sheriff's Department - Procedure Section

2.53 Discrimination

Employees shall not express any prejudice or harassment concerning race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, pregnancy, marital status, gender, age, political beliefs, sexual orientation, sexual or gender identity, lifestyle or similar personal characteristics.

Examples of discriminatory acts which will not be tolerated include the use of verbal derogatory comments, slurs, or jokes, derogatory pictures, cartoons or posters and actions which result in a person being treated unequally.