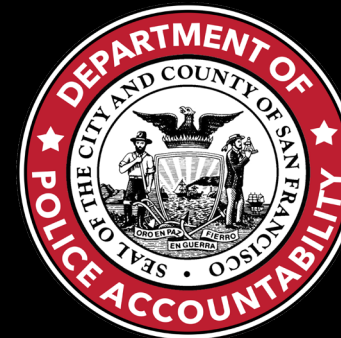

San Francisco Board of Supervisors

Public Safety & Neighborhood
Services Committee Hearing

Conditions for Women in Custody

March 12, 2026

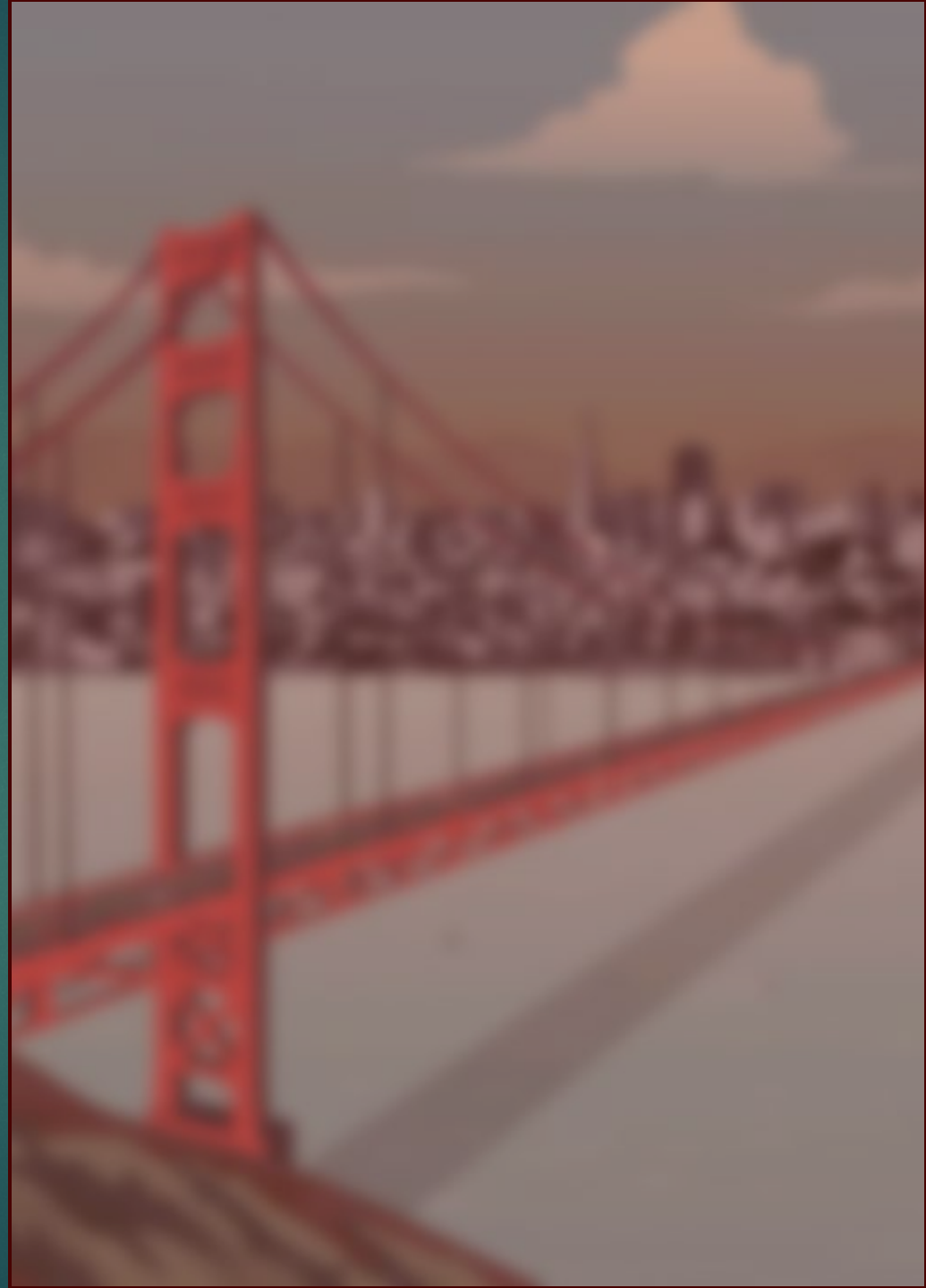
**San Francisco
Department of Police
Accountability (DPA)**



Paul D. Henderson
Executive Director
July 2017 - Present

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- ❑ DPA's Role and Support
 - ❑ Background & History
 - ❑ Support for SDOB and OSIG
 - ❑ LOA v. Charter Section 4.137
 - ❑ Interagency Collaboration
 - ❑ Complaints Process
-



DPA's Role and Support

- **SFSO – DPA Oversight Agreements**
 - **2019 Original MOU** – Sheriff V. Hennessy / DPA Director P. Henderson
 - **2020 1st Amended LOA** – Sheriff P. Miyamoto / DPA Director P. Henderson
 - **2023 LOA California A.B. 481** (“Military Equipment” Use) Oversight
 - **2024 2nd Amended LOA** – DPA Responds to All Deaths In Custody
- **Support the SDOB and OSIG**
 - **Administrative** – Budget, Technical, Reporting, Newsletters, Clerical
 - **Operational** – Investigations, Critical Incidents, Jail Visits, Community Events
 - **Infrastructure** – Case Management System, Facilities, Workstations, Toolbox
 - **Transitional** – Workflow, Interagency Agreements, Onboarding, Training

DPA's Role and Support

SFSO – DPA Agreements	SF Charter Section 4.137
Sworn sheriff deputies	All SFSO employees and contractors
<ul style="list-style-type: none">▪ Use of Force – Injury or Death▪ Use of Weapon or Control Device▪ Sexual Misconduct▪ Pattern/Practice–Retaliation/Harassment/ Bias▪ Reckless Disregard – Health or Safety	All complaints
Additional misconduct at SFSO discretion	No limitation on additional misconduct
All in-custody deaths (24/7 – 365 Scene Response)	All in-custody deaths
Recommend investigative findings only	Recommend findings & disciplinary action
No subpoena power to conduct hearings	Subpoena power
Access to information by agreement	Requires cooperation

Active Interagency Collaboration

May 25, 2025	CJ #2 Complaints About Strip Searches.	SFSO handled investigation internally.
October 3, 2025	Public Defender's Office Raised Complaint to DPA.	Allegations did not fall within LOA Parameters and DPA was constrained by insufficient resources.
December 1, 2025	SFSO Formally Requested DPA Investigation.	DPA evaluated resources and requested support.
December 8, 2025	SFSO Hosted Multi-agency Tour and Meeting at CJ #2.	DPA, DOSW, COSW, HRC, SHARP, SDOB, Supervisor Chen's Office, Supervisor Sauter's Office attended.
December 10, 2025	DPA Accepted Case and Initiated Investigation.	In progress. The plan includes connecting with and interviewing every willing complainant and witness.
December 15, 2025	Mayor's Office Authorized Two Temporary Exempt Investigator Positions.	DPA initiated recruitment process in December and onboarded two investigators on March 3, 2026.
January 21, 2026	DOSW, HRC, & DPA Issued Joint Preliminary Recommendations.	DOSW, HRC, & DPA formed an interagency initiative to leverage a multidisciplinary perspective.
February 10, 2026	Formed Interagency Policy Review Working Group	SFSO, DOSW, HRC, and DPA to review strip search policy and other SFSO policies to develop recommendations.
March 12, 2026	BOS Hearing: "Conditions for Women in Custody at Local Jails – Sheriff's Department Oversight, Policies and Procedures."	SFSO, Mayor's Office of Housing/Community Development, Dept. of Children, Youth, and Their Families, HRC, Mayor's Office of Victim's Rights, DPA, SHARP to report.

DPA's SFSO Complaints Process

Complaints:

- In-Person
- Phone
- Email
- Online
- Referral

Preliminary Intake Investigation

Not in LOA or Insufficient Resources:

- Refer or Return to SFSO
- Refer to Other Agency if not SFSO
- Inform Complainant

Case:

- Assign Investigator
- Inform Complainant

Investigation:

- Interviews
 - Complainant(s)
 - Witness(es)
 - Deput(ies)
 - SM Expert(s)
- Evidence
 - Reports
 - Records
 - BWC Footage
 - Video Footage
 - Physical Evidence
- Relevant Rules
- Analysis

Investigative Findings:

- Supervisor Review
- Attorney Review

Issue Report & Findings to SFSO

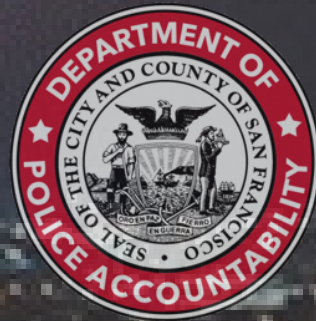
SFSO
Undersheriff
Concurs or
Disagrees

Needs Further Investigation

Other Findings:
Close Case

Sustained Finding:
SFSO Initiates
Discipline
Process

Questions & Comments...



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Links To DPA Resources:

- DPA Online Complaint Portal: <https://sfsda.my.salesforce-sites.com/Departments>
- DPA Complaint Forms: <https://www.sf.gov/file-complaint-about-police-services>
- DPA Reports: <https://www.sf.gov/information--reports-policing-complaints>