

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



3rd Qtr. 2017 Bias Free Policing Brief (Detention) Inspection

Inspection Report# BI2017-0092

The Audits and Inspections Unit (AIU), of the Bureau of Internal Oversight (BIO), will conduct inspections on a regular basis of the Supervisor and Briefing Note entries to ensure that reinforcement of Bias Free Policing is being conducted. The purpose of the inspection is to ensure compliance with Office Policies and promote proper supervision. To achieve this, the Monitor Team, through the Court Implementation Division, will select 35 Detention personnel on the first month of the quarter being inspected. To ensure consistent inspections, the Bias Free Policing Brief Inspection Matrix developed by the AIU will be utilized.

Matrix Procedures:

Utilize the Bias Free Policing Brief Inspection Matrix to ensure that each randomly selected employee received one entry reinforcing Bias Free Policing during the period being inspected and that in the entry, the supervisor unequivocally reinforced to the employee that discriminatory policing is unacceptable.

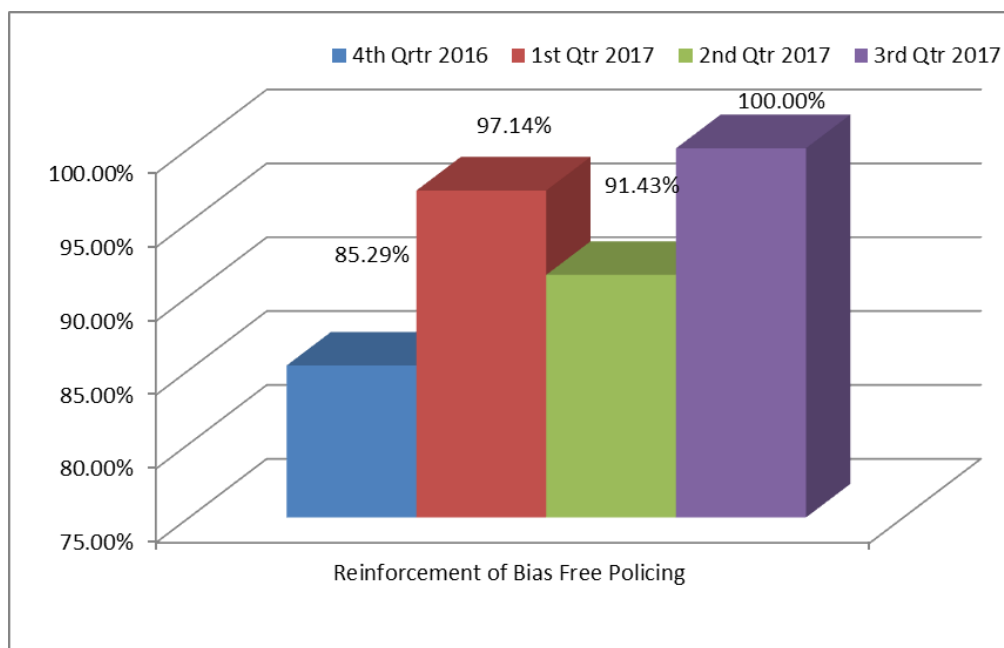
Criteria:

MCSO Policy CP-8, *Preventing Racial And Other Biased-Based Profiling*

Conditions:

In August 2017, the Monitor Team provided a sample of 35 randomly selected Detention Personnel names to be used for this inspection. It should be noted that one of the 35 selected employees was in an Authorized Absence status during the entire period being inspected. The inspection results are based on the inspection of the remaining 34 selected personnel. The inspection found that **34 of the 34** remaining employees, or **100%**, had the required quarterly entry and were in compliance with MCSO Policy CP-8.

Below are the historical comparison rates for overall compliance with MCSO Policy CP-8 by detention supervisors during the last four quarters.



Recommendations:

It is recommended that Management continue to provide on-site mentorship to supervisors *at all levels* within the organization regarding the importance of ensuring that **all Supervisors** comply with the following specific requirements:

- Supervisors shall unequivocally and consistently reinforce to subordinates that discriminatory policing is unacceptable. ***This requirement is accomplished through a discussion or conversation with the subordinate to unequivocally and consistently reinforce that discriminatory policing is unacceptable.***
- Such reinforcement shall occur on a quarterly basis and shall be documented in the Early Identification System (EIS), Blue Team application.
- Supervisor shall ensure that they select the proper “Note” from the drop-down list when documenting the reinforcement with staff.
- For meeting policy requirements, the AIU will accept **the documented discussion of this message** as either an individual “Supervisory Note” or a “Briefing Note” entered individually or attributed to multiple staff when entered into Blue Team.

Action Required:

With the resulting **100%** compliance for *Inspection BI2017-0092*, no Action Forms are required.

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2017-0092* and contained within IA Pro

