

MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



2018 Semi-Annual Bias-Free Policing Inspection Report

Inspection # BI2018-0136

The Bureau of Internal Oversight's (BIO) Audits and Inspections Unit (AIU) will conduct inspections on a regular basis to ensure that reinforcement of Bias-Free Policing is being conducted on a semi-annual basis, at a minimum. The purpose of the inspection is to ensure compliance with Office policies and to promote proper supervision. To achieve this, the inspector will randomly select 35 Detention personnel and 35 Sworn personnel for the sample to be inspected. To ensure consistent inspections, the *Semi-annual Bias-Free Policing Matrix* developed by the AIU will be utilized.

Matrix Procedure:

Utilize the *Semi-annual Bias-Free Policing Matrix* to inspect and ensure that each randomly selected employee completed acknowledgement of course completion through TheHUB during the period being analyzed. Although the *Supplemental Permanent Injunction/Judgment Order* of 10/02/13 granted MCSO 60 days for personnel to receive, read and understand their responsibilities pursuant to the policy or procedure, current MCSO Policy required that training acknowledgements through TheHUB learning and management system be completed within 50 days of the policy being distributed.

Criteria:

MCSO Policy CP-8, *Preventing Racial and Other Bias-Based Profiling*

MCSO Policy GA-1, *Development of Written Orders*

MCSO Policy GB-2, *Command Responsibility*

Conditions:

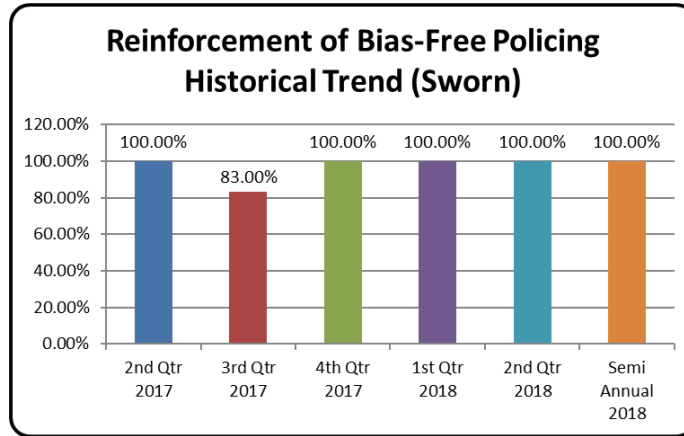
Policy CP-8 requires that on an annual basis, within the last six months of the calendar year, supervisors shall ensure that all employees, reserve deputies, and posse members assigned to them, successfully complete their annual review and acknowledgement of this Office Policy.

Using the latest personnel roster provided by the MCSO Personnel Services division and the completion report from TheHUB provided by the Training Division, the inspection revealed that of the selected personnel sampled, 35 Sworn personnel completed the required acknowledgement and 35 Detention personnel completed the required acknowledgement.

Inspection results for the selected Sworn personnel sample.

Inspection Element	Not In Compliance	In Compliance	Compliance Rate
Employee timely acknowledged in TheHUB Learning and Management System the completion of required training	0	35	100%
Overall Compliance for timely completion and acknowledgement of Bias-Free Policing training in TheHUB	0	35	100%

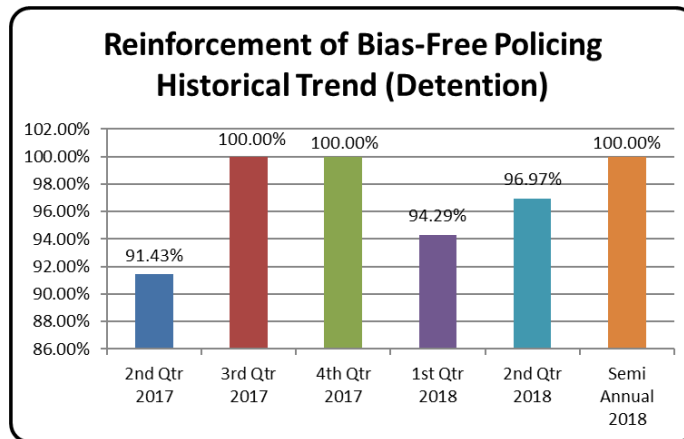
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



Inspection results for the selected Detention personnel sample.

Inspection Element	Not In Compliance	In Compliance	Compliance Rate
Employee timely acknowledged in TheHUB Learning and Management System the completion of required training	0	35	100%
Overall Compliance for timely completion and acknowledgment of Bias-Free Policing training in TheHUB	0	35	100%

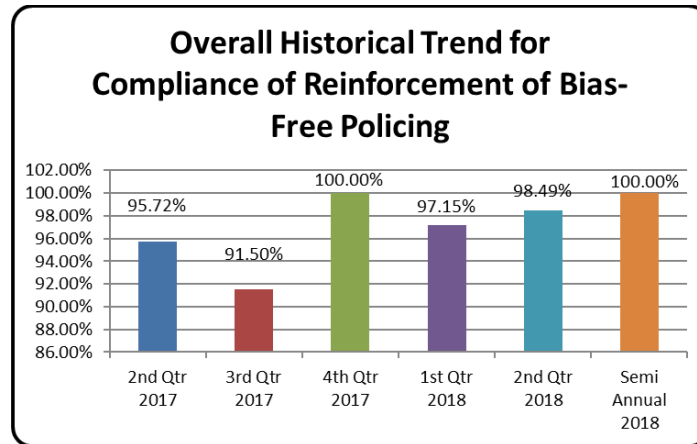
Below is the historical comparison of compliance by Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



Overall Compliance

Compliance Rate by Inspected Personnel	Compliance Rate
Sworn Personnel	100%
Detention Personnel	100%
Overall Compliance	100%

Below is the combined historical comparison of compliance by Sworn and Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



Recommendations:

It is recommended that supervisors at all levels continue to ensure that upon applicable course completion, employees, reserve deputies, and posse members complete acknowledgment through TheHUB.

1. On an annual basis, within the first six months of the calendar year, supervisors shall conduct a group or individual discussion with their assigned employees, reserve deputies, or posse members, which will in part, require viewing videos from a library created by the Training Division. The supervisors shall use the message in the video, specific to the employee’s job classification, to personalize the reinforcement that racial and bias-based profiling and/or discriminatory policing are unacceptable. The videos shall be announced by the Training Division through The Training Bulletin and be accessible on TheHUB. Supervisors shall ensure that upon course completion, employees, reserve deputies, and posse members complete acknowledgement through TheHUB.
2. On an annual basis, within the last six months of the calendar year, supervisors shall ensure that all employees, reserve deputies, and posse members assigned to them, successfully complete their annual review and acknowledgement of this Office Policy, upon Office distribution through The Briefing Board announcement. In addition, employees will be required to view a video from the Sheriff, or his designee, which will reinforce that racial and bias-based profiling and/or discriminatory policing are unacceptable. Employees, reserve deputies, and posse members shall complete acknowledgement through TheHUB.
3. At other times, as determined by the immediate supervisor, discussions that occur with subordinates which reinforce that racial and bias-based profiling and/or discriminatory policing are unacceptable, shall be documented in Blue Team as a Supervisor Note or Briefing Note. The supervisor shall ensure selection of the proper note from the drop-down list when documenting the reinforcement with employees, as specified in Office Policy GH-5, Early Identification System (EIS).

Action Required:

With the resulting 100.00% overall compliance for *Inspection BI2018-0136*, no BIO Action Forms are required.

Notes:

All supporting documentation (working papers) is included in the inspection file number *BI2018-0136* and contained within IA Pro.

Date Inspection Started: November 1, 2018
Date Completed: January 24, 2019
Timeframe Inspected: September 25 to November 14, 2018
Assigned Inspector: Sgt. M. Rodriguez A9047

I have reviewed this inspection report.

Connie J. Phillips
Connie J. Phillips B3345
Acting Commander, Audits & Inspections Unit
Bureau of Internal Oversight

2/12/2019
Date