

# MARICOPA COUNTY SHERIFF'S OFFICE

Bureau of Internal Oversight

Audits and Inspections Unit



**2020 Semi-Annual Bias-Free Policing Inspection Report**

Inspection # BI2021-0014

The Bureau of Internal Oversight's (BIO) Audits and Inspections Unit (AIU) will conduct inspections semi-annually basis to ensure that reinforcement of Bias-Free Policing is being conducted. The purpose of the inspection is to ensure compliance with Office policies and to promote proper supervision. To ensure consistent inspections, the *Semi-annual Bias-Free Policing Matrix* developed by the AIU will be utilized.

**Compliance Objectives:**

- The compliance objectives for this inspection are contained within each of the included tables.

**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*
- MCSO Briefing Board 20-54

**Conditions:**

Critical Policy CP-8 requires that within the last six months of the calendar year, the inspection will be based on the requirement outlined in Briefing Board 20-54 in support of Policy CP-8. The inspection shall review the Hub training records regarding CP-8 compliance. The Hub training course will reinforcement that racial and bias-based profiling and/or discriminatory policing are unacceptable.

There was a total of **3,423** Office employees reviewed. CP-8 inspections are performed semi-annually to ensure that reinforcement of Bias-Free Policing is being conducted and the mandatory CP-8 training compliant to Briefing Board 20-54. The inspection found that the Hub compliance rate of **99.59%**, in compliance with Office Policies CP-8, *Preventing Racial and Other Biased-Based Profiling*, GA-1, *Development of Written Orders*, GB-2, and *Command Responsibility*.

**Inspection results for the selected Sworn personnel sample.**

<b>Compliance Objective</b>	<b>Not In Compliance</b>	<b>In Compliance</b>	<b>Total Inspected</b>	<b>Compliance Rate</b>
Employee timely acknowledged through The Hub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by October 31, 2020.	1	628	629	99.84%
<b>Overall Compliance for Sworn personnel</b>	<b>1</b>	<b>628</b>	<b>629</b>	<b>99.84%</b>

**Inspection results for the selected Detention personnel sample.**

<b>Compliance Objective</b>	<b>Not In Compliance</b>	<b>In Compliance</b>	<b>Total Inspected</b>	<b>Compliance Rate</b>
Employee timely acknowledged through The Hub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by October 31, 2020.	2	1852	1854	99.89%
<b>Overall Compliance for Detention personnel</b>	<b>2</b>	<b>1852</b>	<b>1854</b>	<b>99.89%</b>

**Inspection results for the selected Civilian personnel sample.**

<b>Compliance Objective</b>	<b>Not In Compliance</b>	<b>In Compliance</b>	<b>Total Inspected</b>	<b>Compliance Rate</b>
Employee timely acknowledged through The Hub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by October 31, 2020.	11	702	713	98.45%
<b>Overall Compliance for Civilian personnel</b>	<b>11</b>	<b>702</b>	<b>713</b>	<b>98.45%</b>

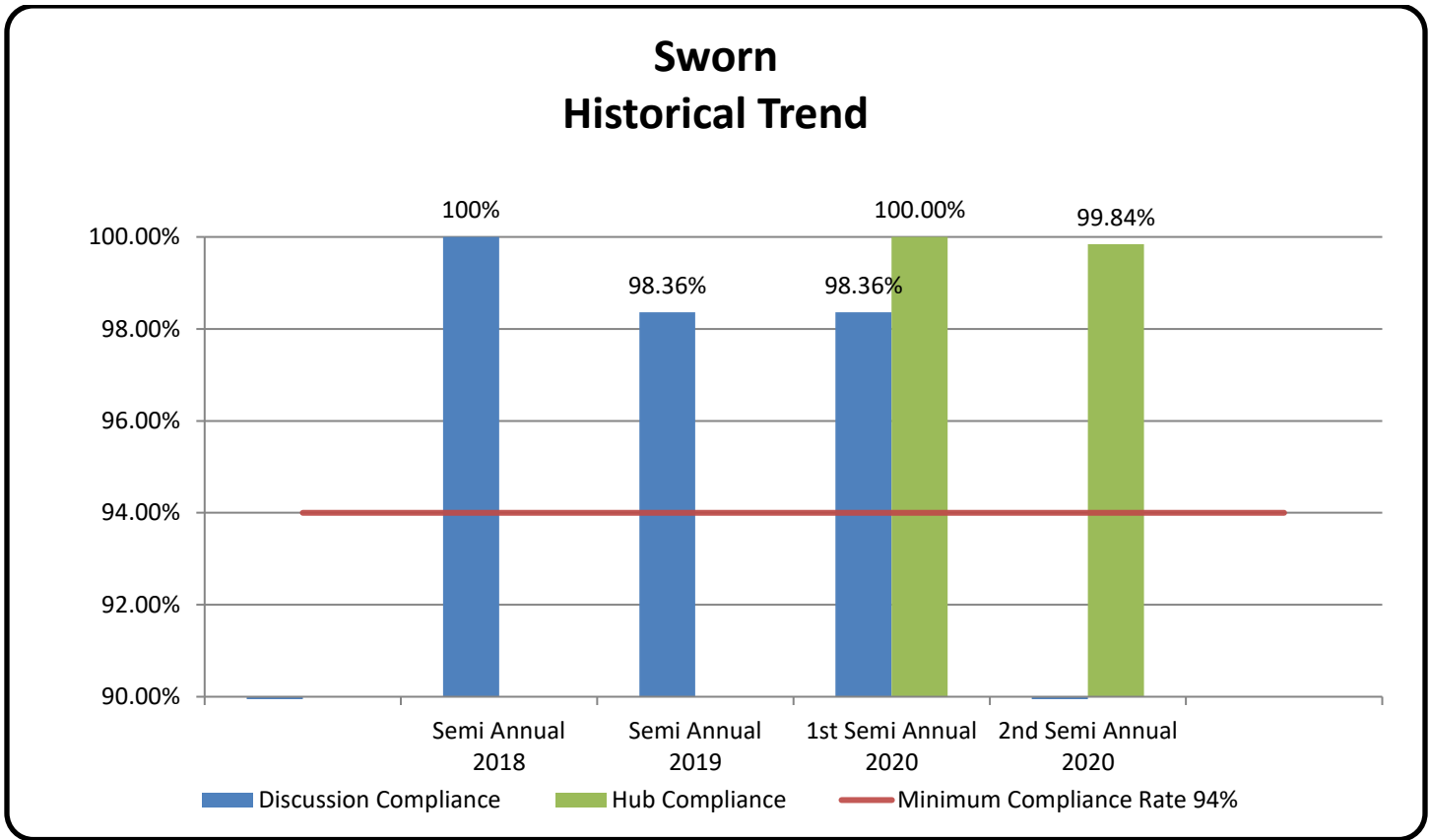
**Inspection results for the selected Reserve personnel sample.**

<b>Compliance Objective</b>	<b>Not In Compliance</b>	<b>In Compliance</b>	<b>Total Inspected</b>	<b>Compliance Rate</b>
Employee timely acknowledged through The Hub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by October 31, 2020.	0	36	36	100%
<b>Overall Compliance for Reserve personnel</b>	<b>0</b>	<b>36</b>	<b>36</b>	<b>100%</b>

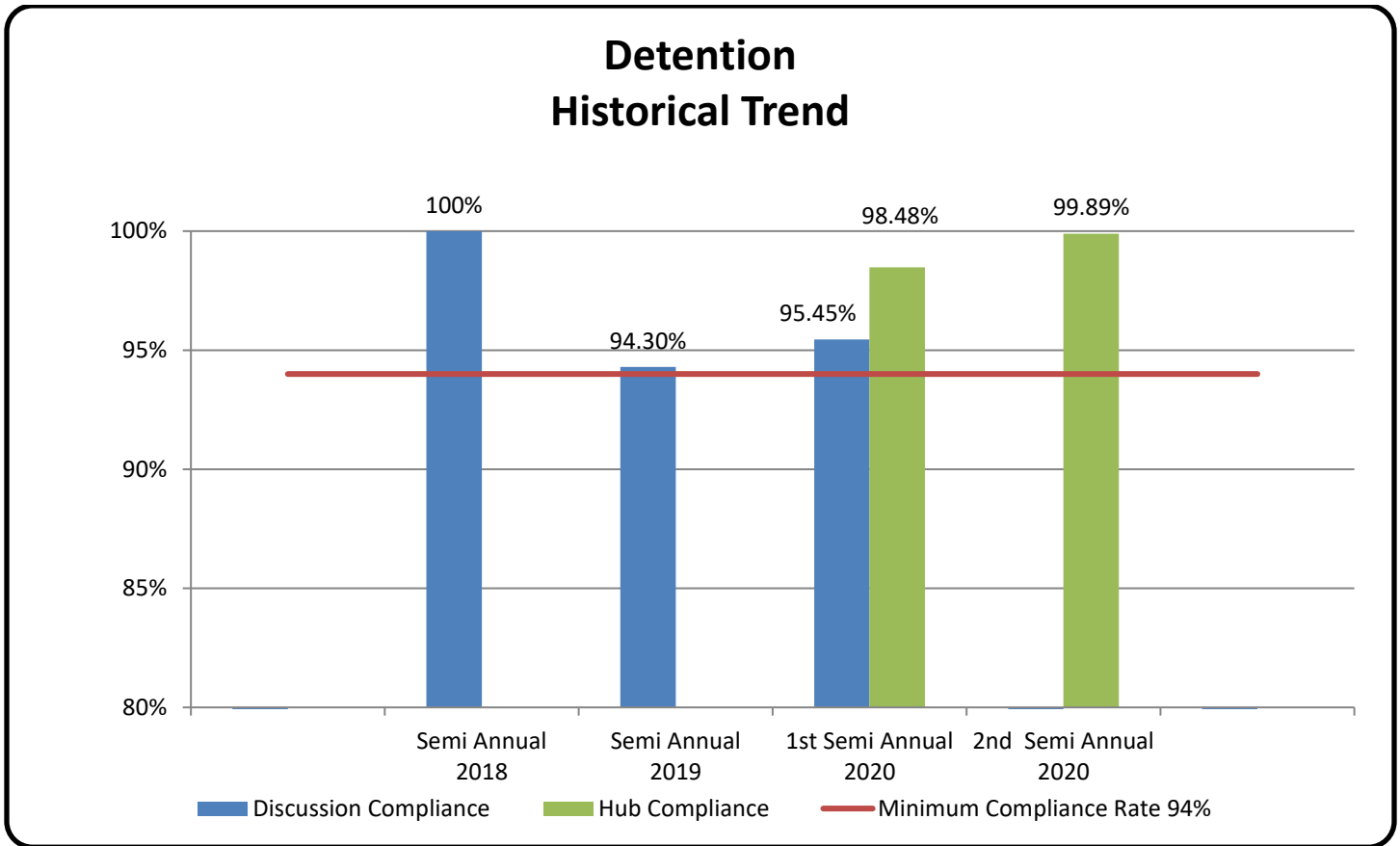
**Inspection results for the selected Posse personnel sample.**

<b>Compliance Objective</b>	<b>Not In Compliance</b>	<b>In Compliance</b>	<b>Total Inspected</b>	<b>Compliance Rate</b>
Employee timely acknowledged through The Hub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing by October 31, 2020.	0	195	195	100%
<b>Overall Compliance for Posse personnel</b>	<b>0</b>	<b>195</b>	<b>195</b>	<b>100%</b>

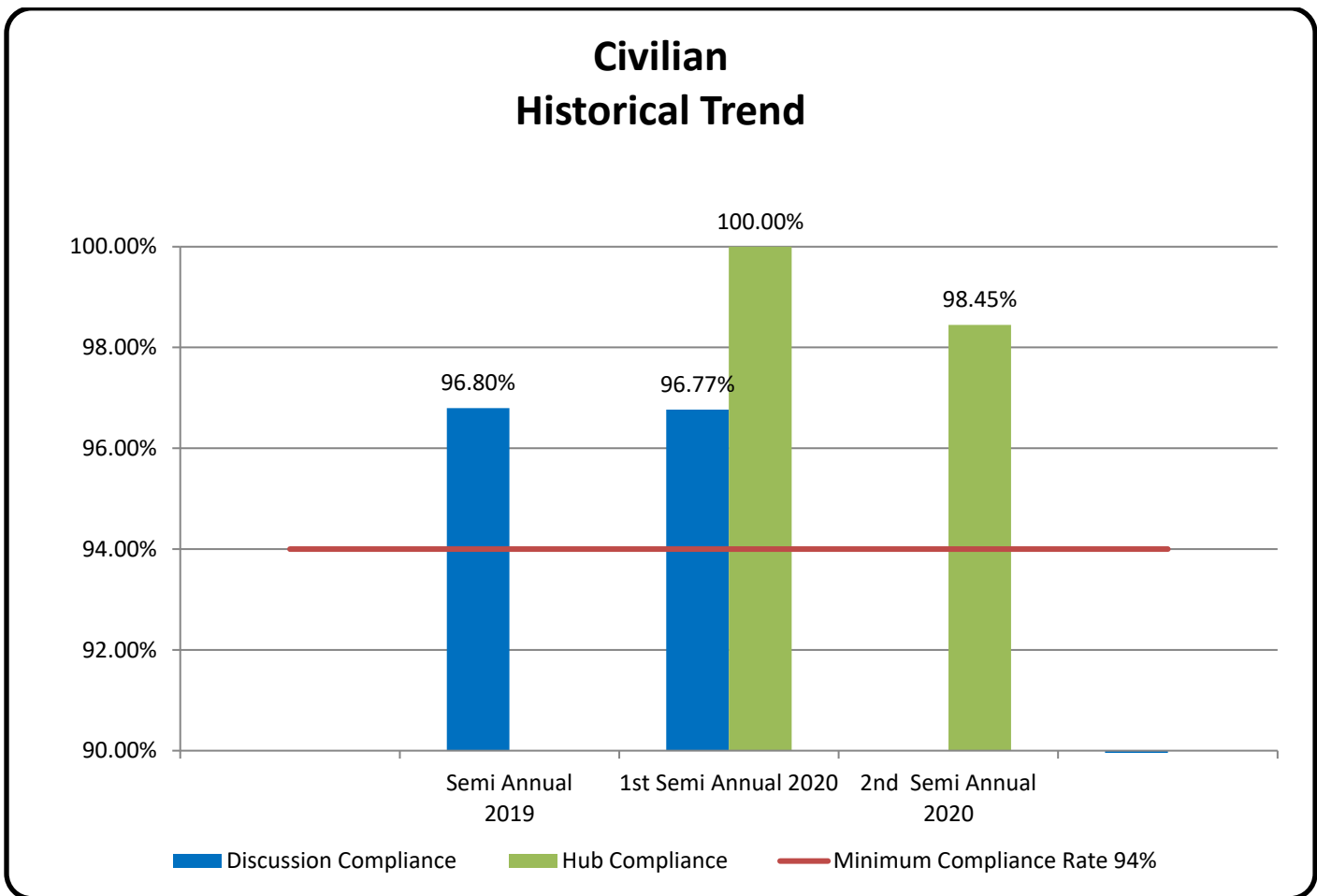
Below is the historical comparison of compliance by Sworn personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



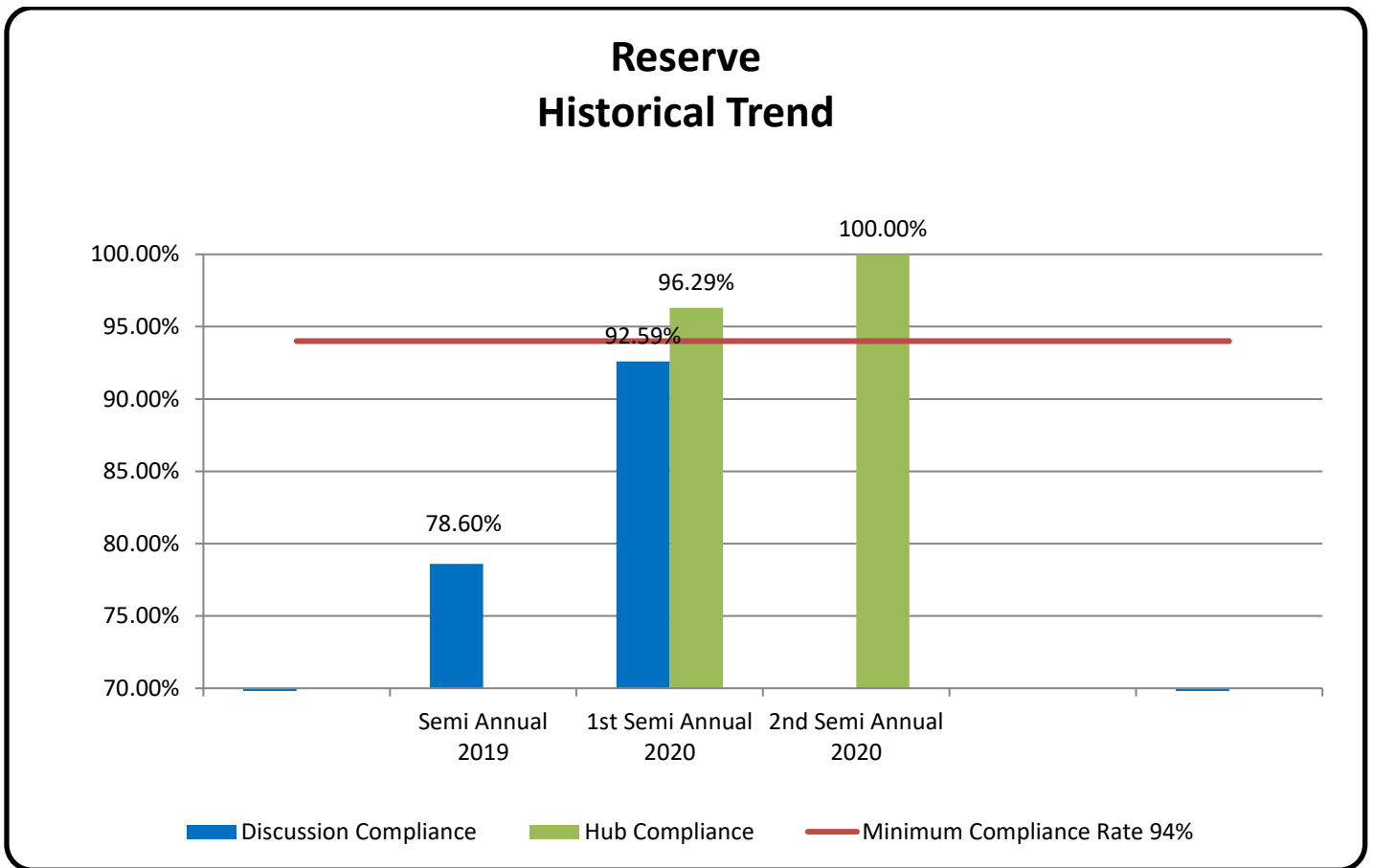
Below is the historical comparison of compliance by Detention personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



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

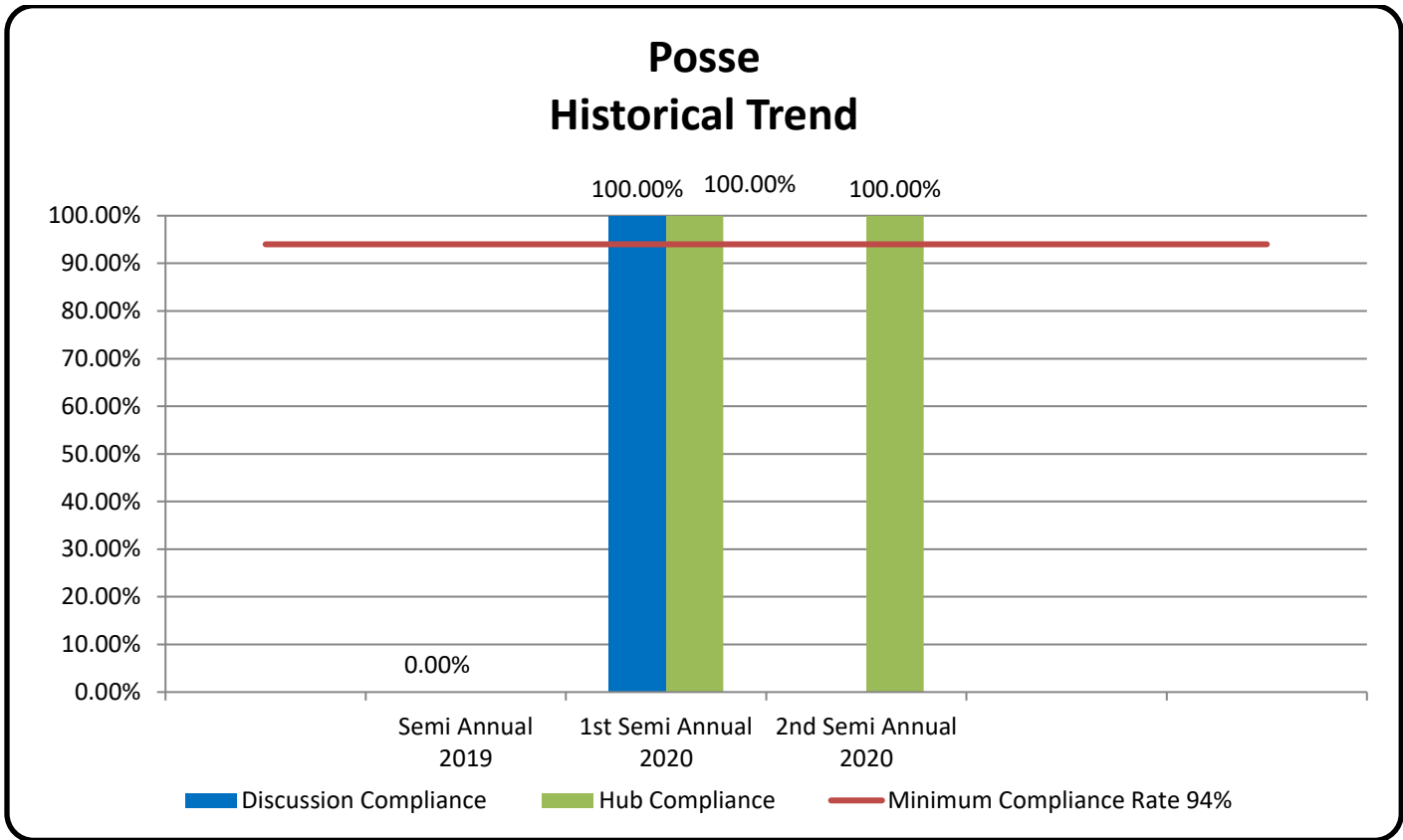


Below is the historical comparison of compliance by Reserve personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.

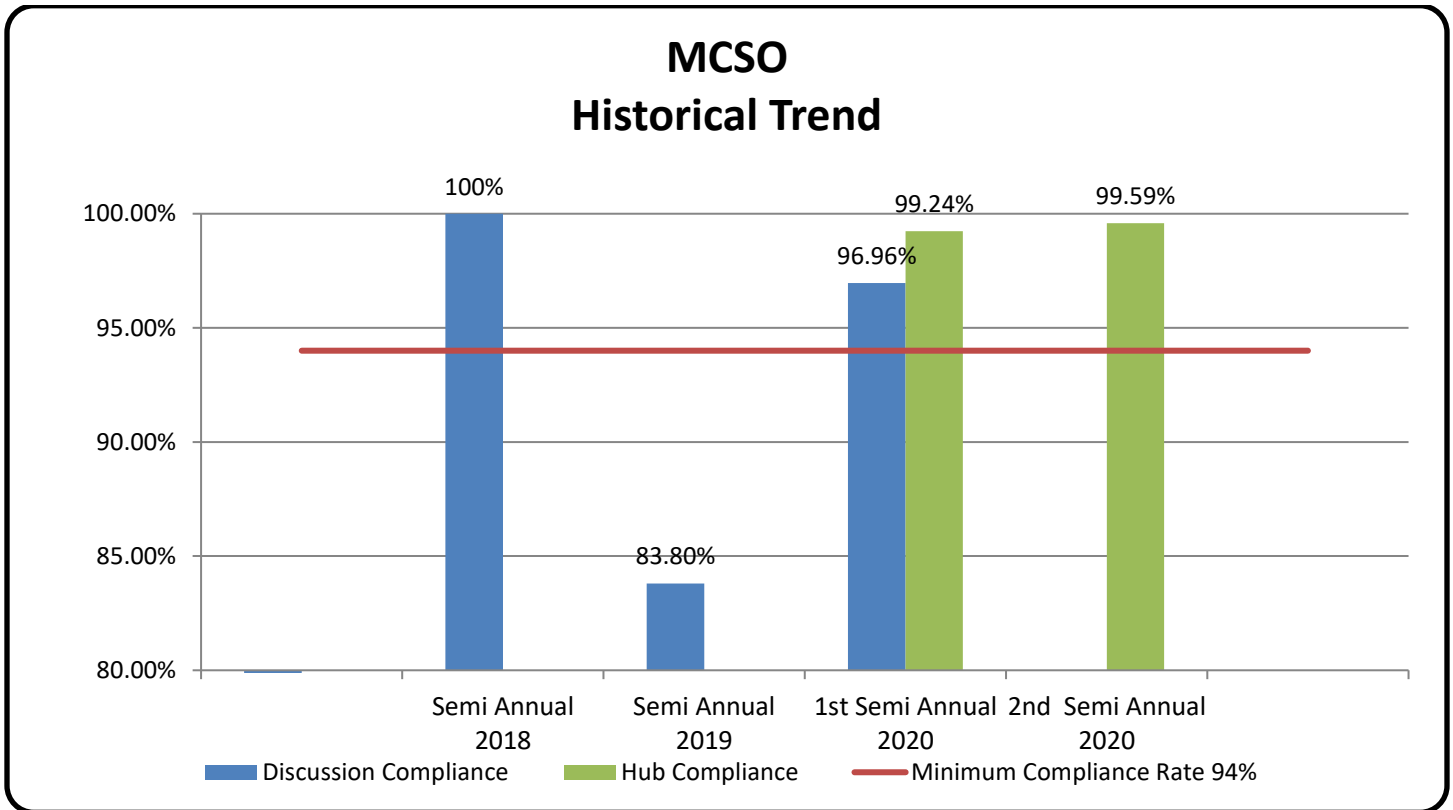




Below is the historical comparison of compliance by Posse personnel with the requirements of CP-8 to unequivocally and consistently reinforce that biased-based profiling and/or discriminatory policing are unacceptable.



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



**The following Deficiencies were identified during the inspection process:****Sworn (1 BIO Action Forms):**

District/Division	Employee Inspected	Current Supervisor	Current Commander
Special Investigation	Deputy	Sergeant	Manager
Deficiency			
No entry found documenting the employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing as required by Briefing Board 20-54.			

**Detention (2 BIO Action Forms):**

District/Division	Employee Inspected	Current Supervisor	Current Commander
Towers Jail	Officer	Sergeant	Captain
Deficiency			
No entry found documenting the employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing as required by Briefing Board 20-54.			

District/Division	Employee Inspected	Current Supervisor	Current Commander
Inmate Medical Services	Officer	Sergeant	Captain
Deficiency			
No entry found documenting the employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing as required by Briefing Board 20-54.			

**Civilian (11 BIO Action Forms):**

District/Division	Employee Inspected	Current Supervisor	Current Commander
Professional Standards	Employee	Lieutenant	Captain
Deficiency			
No entry found documenting the employee timely acknowledged through The Hub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing as required by Briefing Board 20-54.			

District/Division	Employee Inspected	Current Supervisor	Current Commander
IT Infrastructure and Security	Employee*	Supervisor	Manager
Financial Services	Employee	Supervisor	Manager
Business System Development	Employee*	Supervisor	Manager
Technology Bureau	Employee	Supervisor	Manager
Deficiency			
<p>No entry found documenting the employee timely acknowledged through TheHub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing as required by Briefing Board 20-54.</p> <p><b>Inspector Note:</b> * -Entry found however training not taken by date required in Briefing Board 20-54.</p>			

District/Division	Employee Inspected	Current Supervisor	Current Commander
Communication	Employee*	Supervisor	Manager
Deficiency			
<p>No entry found documenting the employee timely acknowledged through The Hub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing as required by Briefing Board 20-54.</p> <p><b>Inspector Note:</b> * -Entry found however training not taken by date required in Briefing Board 20-54.</p>			

District/Division	Employee Inspected	Current Supervisor	Current Commander
Operations Command	Employee*	Sergeant	Manager
Operations Command	Employee	Sergeant	Manager
Operations Command	Employee	Manager	Manager
Operations Command	Employee*	Manager	Manager
Operations Command	Employee	Manager	Manager
Deficiency			
<p>No entry found documenting the employee timely acknowledged through The Hub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing as required by Briefing Board 20-54.</p> <p><b>Inspector Note:</b> * -Entry found however training not taken by date required in Briefing Board 20-54.</p>			

**Posse (0 BIO Action Forms):**

District/Division	Employee Inspected	Current Supervisor	Current Commander
Enforcement Command	Employee*	Sergeant	Captain
Enforcement Command	Employee*	Sergeant	Captain
Enforcement Command	Employee*	Sergeant	Captain
Enforcement Command	Employee*	Sergeant	Captain
Deficiency			
<p>No entry found documenting the employee timely acknowledged through The Hub Learning and Management System required training on racial and bias-based profiling and/or discriminatory policing as required by Briefing Board 20-54.</p> <p><b>Inspector Note:</b> * - Represent employee who are no longer with the organization.</p>			

**Action Required:**

With the resulting **99.59%** Hub Compliance for *Inspection BI2021-0014*, a total of 14 BIO Action Forms are required from the affected divisions. **The forms shall be completed utilizing Blue Team.**

**Notes:**

All supporting documentation (working papers) is included in the inspection file number *BI2021-0014* and contained within IA Pro.

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Date Inspection Started: January 26, 2021  
Date Completed: February 16, 2021  
Timeframe Inspected: July 1 to October 31, 2020  
Assigned Inspector: Maria De La Cruz B4608

I have reviewed this inspection report.

*Lt. Jonathan Halverson S1674*

4/06/2021 (original date of publication 03/23/2021)

Lt. J. Halverson S1674  
Commander, Audits & Inspections Unit  
Bureau of Internal Oversight

Date