

“Doing the right thing”

# ETHICS

June, 2019



- ABOUT US
- GET INVOLVED
- NEWS
- VOTE
- CONTACT
- DONATE

## Statement on DA's Resignation After Corruption Claims Resurface

Thursday, April 20, 2017

San Diego County District Attorney Bonnie Dumanis this morning announced her plans to resign to explore running for another political office. The Chair of the San Diego County Democratic Party, Jessica Hayes, has released the following statement.

"Just two days prior to the District Attorney's resignation announcement, press reports revealed that the DA was a 'subject of the investigation' in the Azano corruption saga and had improper contacts regarding the case with the then-U.S. Attorney.

"The public deserves to know the extent of the District Attorney's involvement in the Azano corruption scandal, and whether any other personnel in the DA's office acted improperly.

"I'm calling on the County Board of Supervisors to launch an independent investigation headed by a special prosecutor into the Office of the District Attorney's connection with this far-reaching case – the largest political corruption scandal in San Diego history.

"Adding to a story already steeped in backroom politics and insider dealing, Dumanis' early resignation now paves the way for the Board of Supervisors to appoint her replacement before the voters have a say. Anyone seeking to become San Diego's next District Attorney should pledge to support an independent investigation into the DA's role in this political corruption case.

"Because San Diego's chief law enforcement officer is implicated, an independent investigation is the only way for justice to be served. This is no time for business-as-usual politics.

"It would be a grievous breach of the public's trust to appoint a new DA until the independent investigation is concluded. The public has the right to know the full extent of the involvement of personnel in the DA's office with this scandal."

⋮

# Group Intro Exercise

- Name
  - A Special/Useful Skill
  - Interesting/Different Thing About You
- ⋮



1 day ago

## Ex-Minneapolis police officer sentenced to 12.5 years for fatal shooting of unarmed 911 caller

A Minneapolis police officer convicted of murder has been sentenced to 12.5 years in prison for the 2017 fatal shooting of an unarmed woman who called 911 to report a possible rape.



1 day ago

## Army veteran's family demand answers after he died in Pennsylvania jail, had brain, heart and throat removed

The family of an Army veteran is demanding answers from Pennsylvania authorities more than a year after he mysteriously died inside a local jail and had his organs removed but never returned.



LOCAL

LAPD cops who reported sexual harassment of colleague win \$8.6 million in retaliation suit

MAY 22, 2019

LOCAL

LAPD commander under investigation after his police vehicle is found damaged and abandoned

JAN 25, 2019

Ad Content by Taboola



1 day ago

## Bra-blocking security policy at jail unfair to female attorneys, lawyers argue in letter

As far as 74 criminal defense attorneys in Missouri are concerned, the security policy at a county jail seems drafted by a bunch of boobs



1 day ago

## Lawyers for officer who shot, killed Minnesota woman ask for unusual sentence

Attorneys for a Minneapolis police officer convicted of murder after he shot and killed an unarmed woman who had called 911 asked a judge Thursday to forgo a prison sentence in lieu of an unusual arrangement: they propose he'd report to jail for a week each year on the woman's birthday and the anniversary of her death.



1 day ago

## NYPD detective found dead in apparent suicide day after deputy chief's suicide

A detective with the Brooklyn South homicide squad died Thursday from a self-inflicted gunshot wound to the head, sources told The New York Post.



# Current Events

## Two Veteran Police Officers Die by Suicide in 24 Hours, Stunning Department

The suicides of a veteran chief and a homicide detective prompted the police commissioner to urge officers to seek help if they feel despondent.

By Michael Wilson



## '16 Shots' Review: Chicago's Rage After a Killing by the Police

The documentary recounts the shooting of Laquan McDonald and the resulting trial of Jason Van Dyke.

By Ken Jaworowski



## A New Way to Solve a Murder, Part 1: The Genetic Detectives

Genealogy websites have led to major breakthroughs in decades-old cold cases. But the revelations may come at a price.

## We Expect Police to Be Brave For Us. But What Happens When They're Not?

Courage has long been part of the job description. But that doesn't just mean running toward gunshots.

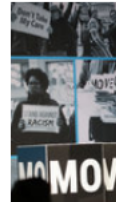
By Shaila Dewan and Richard A. Oppel Jr



## 3 New Policies From the 2020 Democrats: Policing, L.G.B.T. Rights and Voting Rights

There's a lot going on in the presidential race, so you might have missed these new plans from Julián Castro, Kirsten Gillibrand and Beto O'Rourke.

By Maggie Astor



## 'It Is My Burden,' Says Police Officer Sentenced in Shooting

Mohamed Noor, a former Minneapolis police officer, addressed the court during his sentencing for a 2017 shooting death of a woman who had called 911. He was convicted of third-degree murder and second-degree manslaughter.

By Reuters



## Somali-American Police Officer Sentenced to 12.5 Years in Death of Minneapolis Woman

Mohamed Noor, a former Minneapolis police officer convicted of murder in the 2017 shooting death of an unarmed woman, was sentenced Friday.

The New York Times

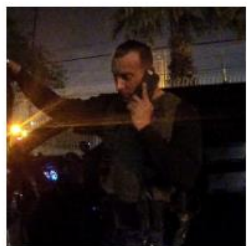
# Current Events



**BREAKING NEWS**

**TWO SDPD OFFICERS ARRESTED ON DRUG CHARGES; OFFICERS ARE MARRIED**

abc 7



LOCAL

Los Angeles County sheriff's deputy to plead guilty in robbery of marijuana warehouse

JAN 17, 2019



LOCAL

All-civilian panels could review LAPD misconduct cases starting June 13

JUN 4, 2019



LOCAL

L.A. Times and Sacramento Bee sue for records of law enforcement discipline, force in Sacramento

JAN 26, 2019



LOCAL

San Francisco police chief defends controversial search of reporter's home

MAY 21, 2019

LOCAL

LAPD commander under investigation after his police vehicle is found damaged and abandoned

JAN 25, 2019



LOCAL

LAPD detective accuses fellow officer of physical abuse and sharing explicit photos

JAN 15, 2019



LOCAL

O.C. sheriff's deputy used excessive force when he shot man, stomped on his head, jury rules

JAN 24, 2019

- 
- 
- 

# Ferguson, August 2014

## DEATH WISH? Media Draws Map to Home of Ferguson Police Officer Who Shot Mike Brown

August 16, 2014 by Jim Hoft - Gateway Pundit

Is the media trying to get Ferguson police officer Darren Wilson lynched?

CNN broadcast a report Friday that showed the house, including the street number, of the Ferguson police officer who police say shot Mike Brown. The officer has been in hiding due to death threats since the shooting last Saturday. His name, Darren Wilson, was just released Friday morning.

Another news outlet apologized for broadcasting video of Wilson's home while others have virtually drawn a map to Wilson's house for those bent on vengeance.



# Baltimore, April 2015



**“6 Baltimore Police Officers  
Charged in Freddie Gray  
Death”**



The Gray family said it was satisfied with the charges. **“We must seize this opportunity to reform police departments throughout this country,”** said the family’s lawyer, William H. Murphy Jr.

# September 2016, El Cajon



“I saw a man who was distraught, a man who was acting in ways that looked like he was in great pain,” the mayor said. “And I saw him get gunned down and killed, and it broke my heart.” - Mayor Bill Wells





# What does the public think?

## Not One More Death! Stop police brutality!



There has been another outbreak of police brutality in Salinas. Angel Ruiz, Osman Hernandez, Carlos Mejia, and Frank Alvarado were all innocent men that were gunned down by cops.

Following the murder of Carlos Mejia a video recording went viral and led to massive outrage, protests, and marches in the community.

We still don't have justice. The cops have not received any jail time or

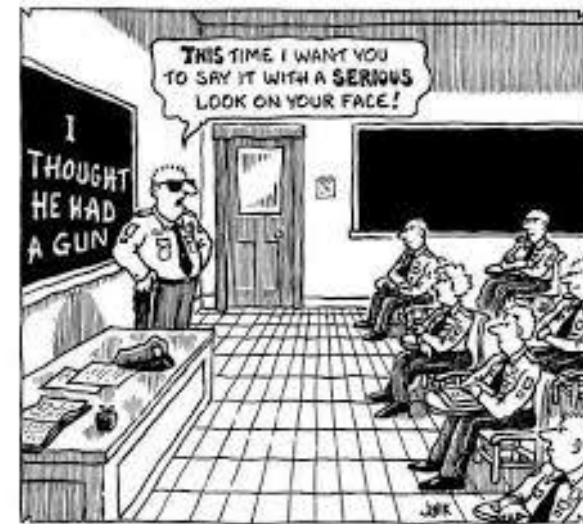
Hi, I'm going to kick your ass

BAD COP  
NO DONUT



BAD COP  
NO DONUT

...and get away with it.



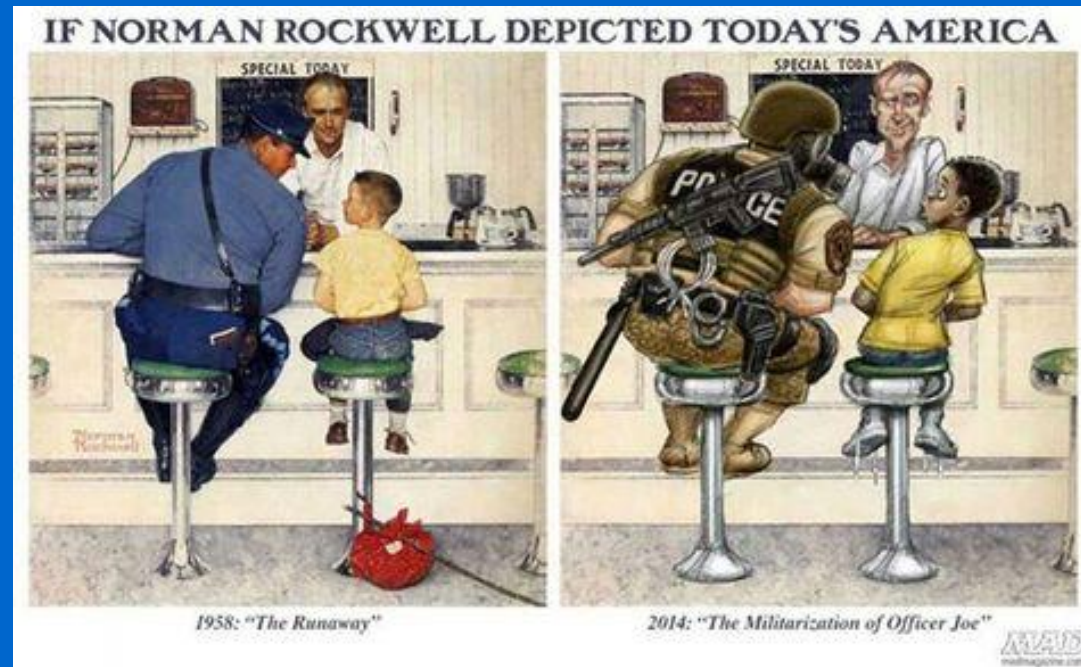
THE CHRISTIAN SCIENCE MONITOR BENNETT



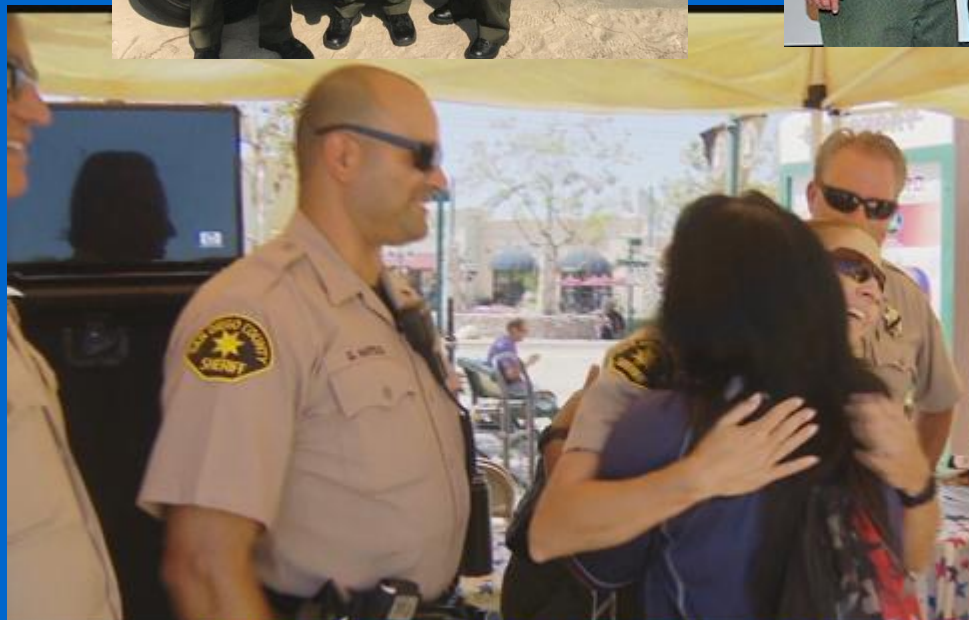
# ETHICS



- [PoliceCrimes.com](http://PoliceCrimes.com)
- [Ratemycop.com](http://Ratemycop.com)
- [Policeabuse.org](http://Policeabuse.org)
- [Cuapb.org](http://Cuapb.org)
- [Badcops.org](http://Badcops.org)
- [Copwatch.org](http://Copwatch.org)



# What can we do to change things?



...

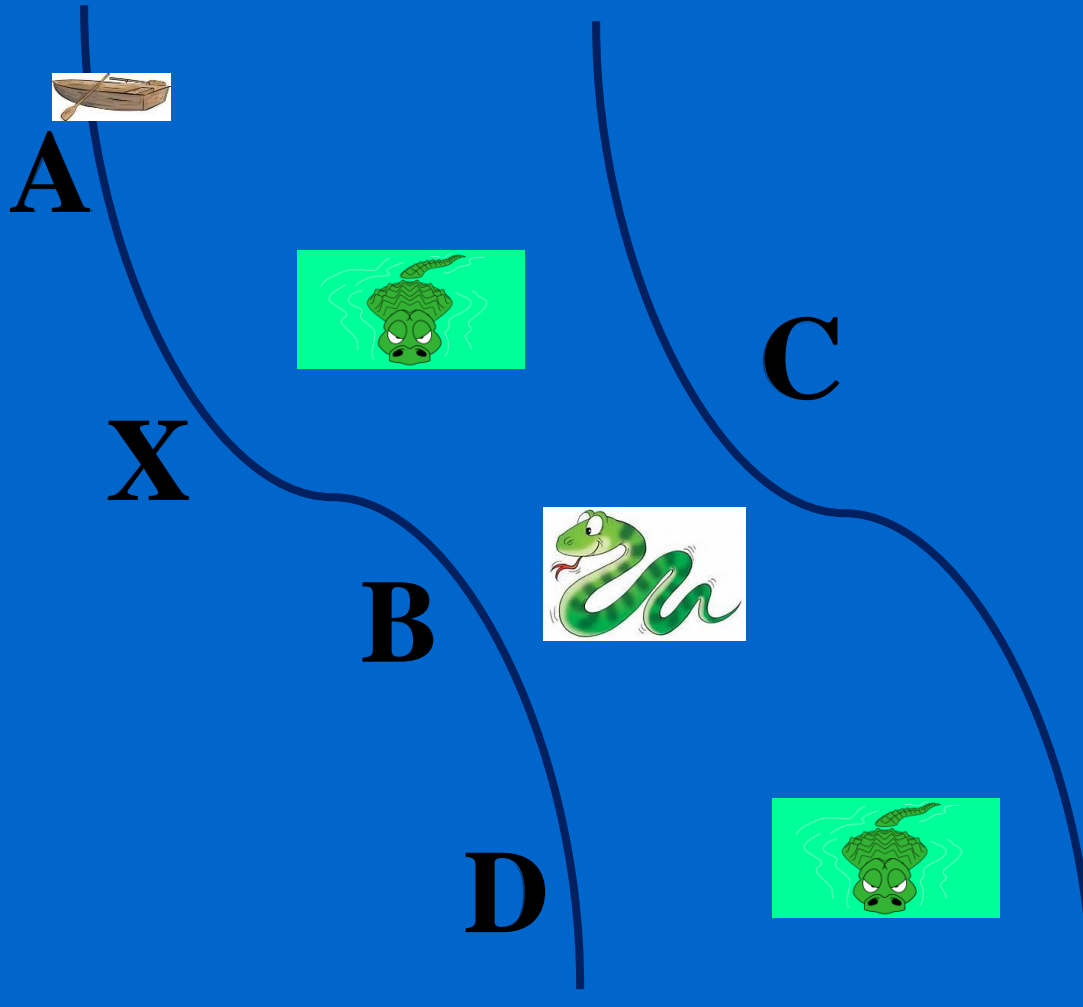
# ETHICS



## Exercise

### "The River"

# The River



# ETHICS



## *What are ETHICS?*

- A system of moral principals.
- Values, with respect to the rightness or wrongness of certain actions.
- The rules of conduct recognized in respect to a particular class, group, or organization .

# ETHICS



## *Where Do We Get Our Morals ?*

- Church / Religion
- Parents / Other family
- Friends / Peers
- School
- Role Models
- Television / Other media
- Internet

# ETHICS



## Where Do We Get Our Morals ?

### The Four Agreements

#### 1 BE IMPECCABLE WITH YOUR WORD

- Speak with integrity.
- Say only what you mean.
- Avoid using the Word to speak against yourself or to gossip about others.
- Use the power of your Word in the direction of truth and love.

#### 2 DON'T TAKE ANYTHING PERSONALLY

- Nothing others do is because of you.
- What others say and do is a projection of their own reality, their own dream.
- When you are immune to the opinions and actions of others, you won't be the victim of needless suffering.

#### 3 DON'T MAKE ASSUMPTIONS

- Find the courage to ask questions and to express what you really want.
- Communicate with others as clearly as you can to avoid misunderstandings, sadness and drama.
- With just this one agreement, you can completely transform your life.

#### 4 ALWAYS DO YOUR BEST

- Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick.
- Under any circumstance, simply do your best, and you will avoid self-judgment, self-abuse, and regret.

#### 7 VIRTUES OF A WARRIOR

- RECTITUDE
- COURAGE
- BENEVOLENCE
- POLITENESS/PROPRIETY
- HONESTY/ SINCERITY
- HONOR
- LOYALTY

#### 5 KEYS TO HEALTH

- RATIONAL NUTRITION
- SENSIBLE EXERCISE
- EFFICIENT REST
- PROPER HYGIENE
- POSITIVE ATTITUDE



#### 3 STATES OF MIND

- ZANSHIN - ALERTNESS, AWARENESS
- MUSHIN - CLEAR MIND
- FUDOSHIN - EMOTIONAL BALANCE

誠 忠 義  
名 譽 仁  
義 禮 勇

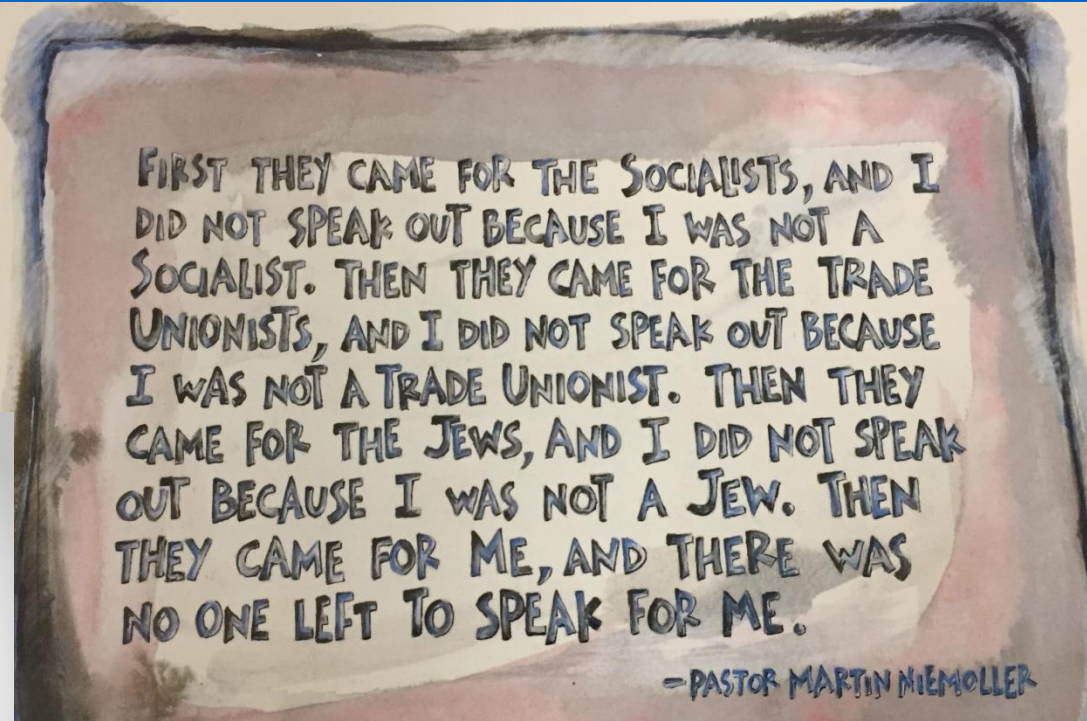


# ETHICS



## Where Do We Get Our Morals ?

Nearly all men can stand adversity, but if you want to test a man's character, give him power  
(Abraham Lincoln 1809-1865)



# Organizational Ethics



## Our Core Values

- **Honesty**
- **Integrity**
- **Loyalty**
- **Trust**
- **Respect**
- **Fairness**
- **Diversity**

# Organizational Ethics



- Medical Ethics
- Legal Ethics
- Journalism Ethics
- Government-Political Ethics
- Wireless Services Ethics
- Protecting Confidentiality, Records, Information
- Public Funds

# ETHICS



## Ethical Issues in Law Enforcement:

- Cultural Diversity/Racism/Sexism
- Corruption/Gratuities
- Excessive force/Brutality/Racial Bias
- “Code of Silence”
- Morals/personal values (lack of) of officers
- Honesty (in reports and on the witness stand)
- “CUBO” (alcohol - love)

# ETHICS



“Character is much easier kept than recovered.”

... Thomas Paine



# Ethics Case Study



- August 10, 2009
- (5) Midland (TX) Sheriff's Deputies
- Five Midland deputies had just attended training nearby
- Twin Peaks Restaurant & Bar in Round Rock (TX)
  - “Fun, friendly and sometimes flirty atmosphere.”
- Deputies asked waitress to take pictures on their patrol car
- They handed waitress a service rifle
- Off-duty police officer called police
- Deputies admitted they'd had 3-5 beers each

# ETHICS



## *Effects of Unethical Acts*

- Civil Litigation- Lawsuits
- Loss of employment- Termination!
- Damaged credibility to department and self (Brady issues)
- Public Trust (\$?)
- Criminal Charges



# ETHICS



## *Police Misconduct / Scandals*

### *National*

- Miami PD- “River Cops” (mid-1980s)
- NYPD (1992... Ofc. Michael Dowd)
- LASD “Majors” Unit (late 1980s)
- LAPD Rampart (late 1990s)
- New Orleans PD (post-Katrina)

# ETHICS



## *Rampart Independent Review Panel*

### Key Findings

- Widespread lawlessness among officers
- Lack of supervision and system of accountability
- Failure to recognize the red flags

Report of the Rampart Independent Review Panel, "Concerning the operations, policies, and procedures of the LAPD in the wake of the Rampart Scandal."  
Published November 16, 2000 (335-pages)

# ETHICS



## *Police Misconduct / Scandals*

### *San Diego*

- Henry Hubbard (SDPD)
- Juan Hurtado Tapia (SDPD)
- Charles Vinson (USBP)
- William Taylor (ECPD)
- Craig Peyer (CHP)



Anthony Arevalos With Intoxicated Female In Gaslight Quarter March 13, 2009

# ETHICS



## *Police Misconduct / Scandals*

### *Sheriff's Department (Yeah, us too)*

- Jeffrey Loving
- Val Watson
- Michael Stanewich
- Tom Sadler
- James Costello
- John Condon
- Lowell Bruce
- David Macias

...

# ETHICS



“Failure to confront is permission to proceed”

# ETHICS



## *RATIONALIZATION*

- Defense mechanism in which unacceptable behavior, motives, or feelings, are logically justified or made consciously tolerable.

# Common Rationalizations



- *The end justifies the means*
- *If it's legal and permissible, it's proper*
- *I was just doing it for you*
- *I'm fighting fire with fire*
- *It Doesn't Hurt Anyone*
- *Everyone's Doing It*
- *It's OK, if I Don't Gain Personally*
- *I've Got It Coming*
- *I Can Still Be Objective*

# ETHICS



- We should all remember we are always being watched and judged by those we have sworn to protect and serve.
- What we do as individuals is seen and believed to be the actions of the group.
- Doing the right things, at the right time is not always easy, but is expected and required.



# Guiding Principles



- **Ethical Decision? Ask yourself:**
  - It this ethical and within our Core Values?
  - Is it legal?
  - Right for the Community?
  - Right for the Department?
  - Within Policies and the Law?
  - Can you take pride in it?

# ETHICS



*San Diego Sheriff's Department*

## CORE VALUES

- Honesty
- Loyalty
- Trust
- Respect
- Fairness
- Integrity
- Diversity

# ETHICS



“Just because you have the right to do something, does not necessarily mean it is the right thing to do”.

ETHICS



Questions? / Comments



# Accountability



When actions have consequences

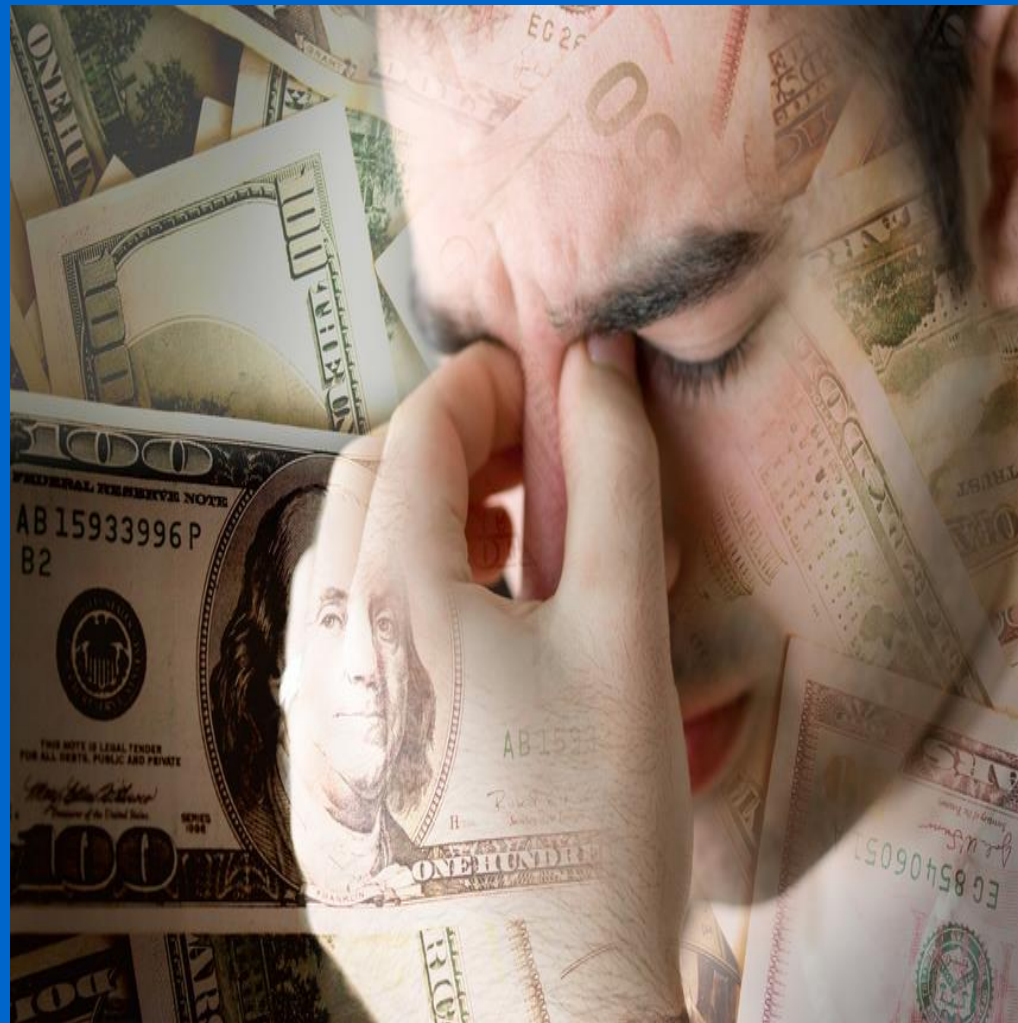


# Financial Accountability

- Is it better to ask for forgiveness than permission?
  - Not when it comes to financial decisions
- All of us are accountable for use of taxpayer money
  - Employee Gifts
  - Gifts to Citizens

# ‘More Money ‘More Problems

- County policy and State law governs
- Rules are in place to protects you, your bosses and your people



# Can we do that?

- Personal calls on county phone?
- *“Magic” Time?*
- Buying meals or water with P card?
- *Have a unit fund?*
  - Use station budget to buy going away plaques
- *We can use grant funds for any purpose, we just have to justify it later*
- Inventory
- *Conflict of Interest/Personally profiting*



# The City of Bell



- Mayor, former City Mgr, former Asst City Mgr and current and former City Council members arrested and charged with Misappropriation of Public Funds

- Officials said to have used city's tax dollars as their own piggy bank

- City Mgr being paid \$ 787,000 – received loans of over \$1 .5 mil in City funds

- Police Chief stepped down from \$457,000 year salary – not charged YET with any crimes

Assistant City Manager making \$376,288 and 4 of the 5 city council members paying themselves nearly \$100,000 per year for a part time job.



October 8<sup>th</sup>, 2015 - Assistant Sheriff Michael Rothans (3<sup>rd</sup> from left) bought an 2010 Audi from a tow company for \$3000 and it turned out to be stolen. Rothans has resigned and LASO is investigating.

# Ethics and Financial Accountability



(f) Defendant CARONA deprived the public of its right to his honest services by concealing and otherwise failing to disclose his acceptance of cash payments, as well as gifts, trips, the use of yachts and private planes, and other things of value for himself, his family, defendant HOFFMAN, and defendant DEBORAH CARONA.

Section 87100 of the California Government Code  
19 prohibited a public official from making, participating in  
20 making, or in any way attempting to use the official's position  
21 to influence a government decision in which the official knew or  
22 had reason to know the official had a financial interest. The  
23 purpose of the California financial disclosure laws was to ensure  
24 that public officials perform their duties in an impartial  
25 manner, free from bias caused by their own financial interests or  
26 the financial interests of persons or organizations who have  
27 supported them.

Expectations + Actions = Accountability





# Accountability Defined

- liability to be called on to render an account;
- the obligation to bear the consequences for failure to perform as expected;
- to accept **PERSONAL** responsibility for an action



# Accountability

- What is your most significant accountability problem at work?
- Are there negative repercussions for asking for help with a work problem?
- Problem solving ideas?
  - Asking peers?
  - SARA?

# Accountability

## SARA Problem Solving Model

- **Scan** - Identifying the problem
- **Analyze** - what caused the problem and what part can you fix
- **Response** – Design a practical solution
- **Assess** – Evaluate your response to determine it's effectiveness

# Leadership

- Your leadership style is not in your choice of words but in your choice of actions
- Saying we want a specific behavior and then rewarding something else
  - Hypocrisy
- Applies to individuals and to organizations
  - Tipping Point



# Deep Thoughts

- What we permit we promote.
- We condone what we don't condemn.
- Delegate tasks but don't abdicate the responsibility.
- The perception of my co-workers and bosses is my reality.
- Is the juice worth the squeeze?



## 3 Principles of Leadership

- Do what's right.
- Don't expect more from others than what you are willing to do yourself.
- Treat others **BETTER** than you would want to be treated.



# Leadership

- You meet your team where they are at.
  - Whether they stay at that level, sink or rise up depends on you.
- Leave it better than we found it.



# Thank You

Any input for this class is greatly appreciated.

(619) 660-7024

[Richard.Williams@sdsheriff.org](mailto:Richard.Williams@sdsheriff.org)



# Interpersonal Communications for Supervisors



# Communication Purpose

- What are you trying to accomplish?
- What is your goal?
- What is your focus?
  - To communicate?
  - To have another remember/ or to understand what you said?

# Elements of Communication

- 7% Content

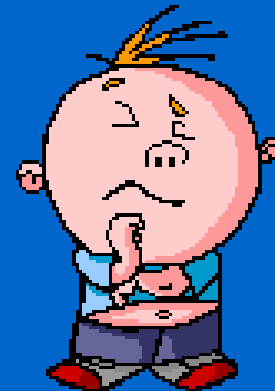
“I didn’t say he stole the gun”

- 38% Voice
  - Rate
  - Pitch
  - Modulation



# Elements of Communication

- 55% Non-Verbals
  - Touch
  - Voice
  - Body Language
  - Appearance





# Good Communicators

- How did I get that way?
  - Conscious decision to build that skill set
  - Took courses
  - Read articles and books
  - Developed listening skills
  - Took Opportunities to SPEAK!
  - Target role models
- Create a culture of communication
  - Don't ask for honest feedback. Demand it!