



April 28, 2016

An Open Letter to all Members of the San Francisco Police Department:

The people of San Francisco rely upon you every single day to keep our City safe. The vast majority of you, the men and women of the San Francisco Police Department, are hardworking and dedicated public servants who put your lives on the line to protect the public and build trust with the communities and neighborhoods you serve. I profoundly respect and appreciate the work that you do and your commitment to our City.

However, we have seen that the actions of even a small number of your colleagues can erode and undermine public trust and confidence in the Department. We have seen that outrageous acts of bigotry and intolerance can occur within the Department.

Let me be clear: the people who commit these acts do not deserve to be San Francisco police officers. They do not deserve to be your colleagues. They dishonor and disrespect the communities they serve and the sacred badge they wear. I will not tolerate their existence within our ranks, nor will our Chief of Police, nor should you.

Now, I call upon each of you to help ensure that the reforms underway - initiated by me, Chief Suhr and the Commission, under the oversight of the United States Department of Justice – move forward as quickly as possible.

While that happens, here's what you must do. You must act immediately and report any action, by any officer, regardless of rank, that brings dishonor to the police department and the communities you are sworn to protect.

I call upon every officer to uphold at all times, whether in uniform or not, the Not on My Watch Pledge, which you have all taken. This is a promise to serve the people of San Francisco faithfully and honestly without prejudice, not tolerate hate or bigotry in the community or from fellow officers, and confront intolerance and report it without question or pause.

It is incumbent on all of us to ensure that every police officer, from a cadet to the highest ranking members of our department, represent our shared San Francisco values. Thank you.

A handwritten signature in black ink, appearing to read "Edwin M. Lee".

Edwin M. Lee
Mayor