



## THE CITY OF SAN DIEGO

### FACT SHEET

#### **About the Office of Ethics and Integrity**

The Office of Ethics & Integrity (OEI) opened its doors in January 2006, and is headed by the Deputy Chief of Ethics and Integrity. OEI consists of five programs and a total of 13 staff members, including the Deputy Chief and Executive Secretary: Citizens' Review Board on Police Practices (2 FTE staff members); Disability Services Program (4 FTEs); Diversity Commitment (1.5 FTEs); Ethics and Integrity (1.5 FTEs); and Human Relations Commission (2 FTEs).

#### **Citizens' Review Board**

The purpose of the Citizens' Review Board is to empower an independent citizens group to assure the public that complaints against San Diego police officers are investigated thoroughly, completely and fairly; and to recommend and advocate for policies which promote fair and humane policing of the city. The Board reviews and evaluates serious complaints brought by the public against officers of the Police Department of the City of San Diego; reviews all officer involved shootings and in-custody deaths; and reviews and evaluates the administration of discipline arising from sustained complaints.

#### **Disability Services Program**

The mission of the Disability Services Program is to ensure that every facility, activity, benefit, program and service operated or funded by the city is fully accessible to, and useable by, people with disabilities. Disability Services is responsible for ensuring accountability for the implementation and local enforcement of the City's obligations under the Americans with Disabilities Act as well as other federal, state and local access codes and disability rights laws.

#### **Diversity Commitment**

The Diversity Commitment is dedicated to creating an environment where differences are valued and all City employees are a productive part of a high-performing team delivering services to the community. The Diversity Commitment's signature program is Diversity University, a series of four 8-hour classes, meeting once a week for four weeks. Topics covered in Diversity University include diversity, inclusion and cultural competency; a look at prejudice; communicating effectively across differences; and using dialogue to build understanding.

-over-

**FOR MORE INFORMATION: [www.sandiego.gov/oei](http://www.sandiego.gov/oei)**

*The mission of the Mayor's Office of Ethics and Integrity is to strengthen the City's Ethical Climate so that **HONOR** is cherished, personal integrity, and ethical courage are the cultural norms and all employees are supported and encouraged to use their judgment and initiative in the conduct of ethical practices in the workplace. Through these practices, our workplace will become more customer service oriented; our workforce motivated and satisfied; and public trust will be restored.*



**Mayor's Office of Ethics and Integrity**

202 C Street, Ninth Floor, MS 9A • San Diego, CA 92101-4806

Tel (619) 236-7182 Fax (619) 236-6067





## THE CITY OF SAN DIEGO

### Ethics and Integrity

OEI's ethics program impacts all employees— classified and unclassified— who work in departments under the Mayor. OEI is not affiliated with the City of San Diego Ethics Commission, whose jurisdiction is limited to monitoring, administering and enforcing the City's governmental ethics laws (e.g., the Ethics Ordinance) as they relate to unclassified managers, elected officials, and appointed officials.

One of the major initiatives of OEI is providing training to all City employees concerning relevant ethics-related local & state law/regulations/policies and procedures. This also includes values-based training to improve each employee's understanding of ethics with the purpose of strengthening his/her ethical decision-making skills.

OEI also maintains the Employee Hotline, where any employee may confidentially report unethical behavior, in addition to waste, fraud, and abuse. The office reviews, refers, and monitors each complaint until its resolution/disposition. It is tasked with annually developing an audit of ethical practices in the City. Additionally, OEI is responsible for developing ethics educational/information resources, and for developing and implementing new/strengthened ethics policies and codes.

### Human Relations Commission

Three major strategies-- community collaborations, community education, and resolution of discrimination complaints-- are at the core of the Human Relations Commission's programs and community activities. These strategies focus on fighting discrimination and injustice, resolving actual or potential conflicts, and encouraging civic engagement, coalition building and a community climate of mutual respect and understanding among San Diegans.

**FOR MORE INFORMATION: [www.sandiego.gov/oei](http://www.sandiego.gov/oei)**

*The mission of the Mayor's Office of Ethics and Integrity is to strengthen the City's Ethical Climate so that **HONOR** is cherished, personal integrity, and ethical courage are the cultural norms and all employees are supported and encouraged to use their judgment and initiative in the conduct of ethical practices in the workplace. Through these practices, our workplace will become more customer service oriented; our workforce motivated and satisfied; and public trust will be restored.*



### **Mayor's Office of Ethics and Integrity**

202 C Street, Ninth Floor, MS 9A • San Diego, CA 92101-4806  
Tel (619) 236-7182 Fax (619) 236-6067