



# San Diego County Probation Department

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**Tamika Nelson, Chief Probation Officer**

September 13, 2023

Eileen Delaney, Chair  
Citizens' Law Enforcement Review Board  
555 West Beech Street, Suite 505  
San Diego, CA 92101-3819

## **POLICY RECOMMENDATION: WHITE SUPREMACY AND/OR EXTREMIST GROUPS IN LAW ENFORCEMENT**

Dear Chair Delaney,

The Probation Department supports the Citizens' Law Enforcement Review Board's (CLERB) independent review of our policies and the recommendation for improvement.

On November 17, 2022, CLERB recommended the Probation Department amend Policy Section 903.6.4 (Relationships) or create a new, stand-alone policy and procedure that captures the following, or words to that effect:

*Employees shall not participate and/or associate, whether in-person, electronically, or via social media, with groups or individuals who espouse beliefs which discriminate against an entire class of people, typically for their immutable characteristics. Such participation or association undermines the credibility and legitimacy of the Probation Department and creates doubt that all communities will be served equitably.*

State law already expressly prohibits membership in hate groups, as well as any public expressions of hate. Since employees are already required to follow state law, a local policy is unnecessary. Under Penal Code section 13682, public agencies that employ peace officers must investigate (or cause to be investigated by the appropriate oversight agency) any complaint alleging with sufficient particularity to investigate the matter, that one of their peace officers has been a member of a hate group, participated in any hate group activity, or advocated any public expressions of hate. If the complaint is sustained, the agency must remove the individual from appointment as a peace officer. PC 13681 also requires a background investigation for a peace officer position to include an inquiry into hate group membership, participation in hate group activity, or advocacy of public expressions of hate.

The Probation Department's Policy and Legislative Unit is continuously evaluating department policies and recommending updates. This section is currently under review for potential updates and should any relevant changes be made, CLERB will be notified via the designated CLERB liaison.

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We appreciate the time and effort of the Citizens' Law Enforcement Review Board for its dedicated service to the residents of San Diego County and for this policy recommendation. It is our goal to provide the highest level of service to the residents of San Diego County. Should you have any questions, please contact Division Chief Irene Lilly at [irene.lilly@sdcounty.ca.gov](mailto:irene.lilly@sdcounty.ca.gov).

Sincerely,

A handwritten signature in black ink, appearing to read 'Tamika Nelson', with a stylized flourish at the end.

TAMIKA NELSON  
Chief Probation Officer