

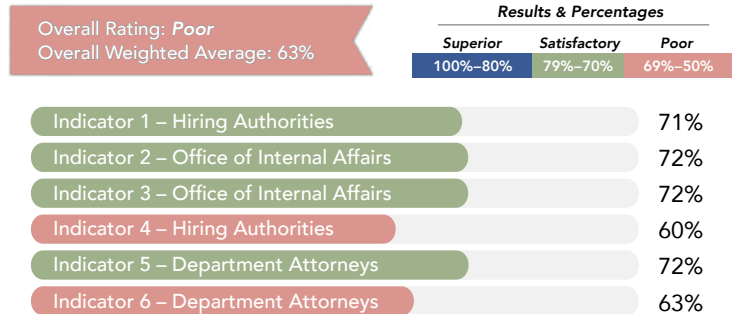


Fact Sheet  
December 14, 2021

MONITORING INTERNAL INVESTIGATIONS AND THE EMPLOYEE DISCIPLINARY PROCESS OF THE CALIFORNIA DEPARTMENT OF CORRECTIONS AND REHABILITATION, JANUARY–JUNE 2021

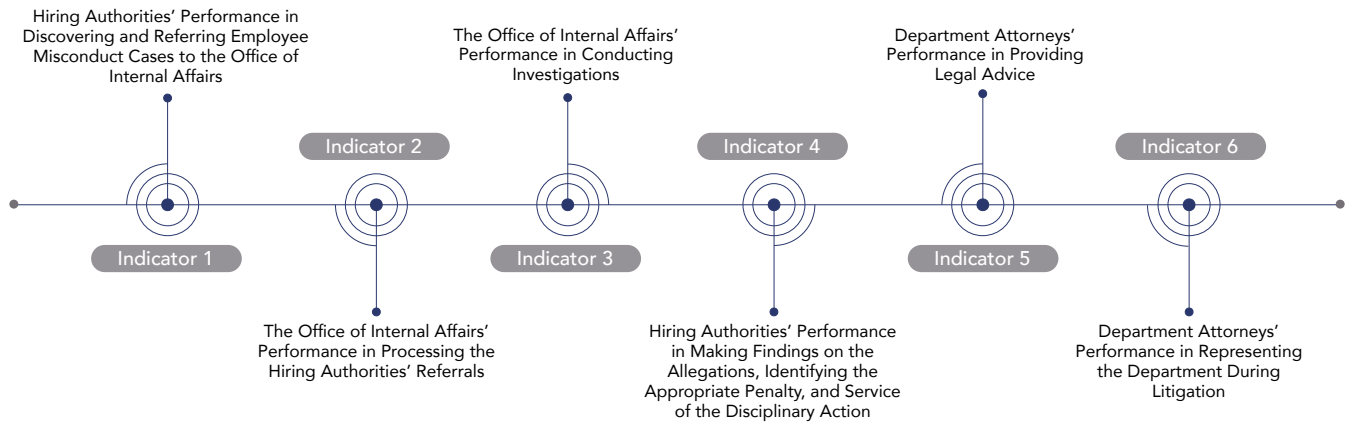
The Office of the Inspector General (the OIG) is mandated by the California Penal Code to provide oversight of internal investigations and employee discipline cases of the California Department of Corrections and Rehabilitation (the department), and to advise the public regarding the adequacy of each investigation and whether employee discipline is warranted. Since 2005, the OIG has fulfilled its mission to bring transparency to investigations and employee discipline through diligent and trustworthy monitoring, reporting, and recommending improvements to the department.

Overall Ratings for the January Through June 2021 Reporting Period



Source: The Office of the Inspector General.

The Six Indicators Used to Assess the Department’s Performance



The OIG’s Recommendations

Nº 1. The OIG recommends the Office of Internal Affairs open full administrative investigations in all cases involving alleged domestic violence when initially deciding on a course of action during the central intake process.

Nº 2. The OIG recommends that the Office of Internal Affairs classify all allegations of domestic violence as **Domestic Violence**, regardless of the extent of the injuries or presence of corroborating evidence.

Nº 3. The OIG recommends the department comply with its own

departmental rules and require the inclusion of no-rehire clauses in any settlement that allows a dismissed employee to resign in lieu of dismissal. If the State Personnel Board rejects the settlement, the OIG recommends the department seek judicial review of the decision and obtain clarity from the courts regarding the applicability of the *California Code of Civil Procedure*, section 1002.5, to settlements involving appeals from dismissals.

Nº 4. The OIG recommends that hiring authorities refer all unintentional

discharge cases to the Office of Internal Affairs for analysis and review. In addition, the OIG recommends the department assess all the locations where weapons are stored and handled to ensure proper safety measures are taken to safeguard life and prevent unnecessary injury.

Nº 5. The OIG recommends the department categorize all cases involving the unintended discharge of a firearm consistently and in a manner that the department can accurately track.

