

OIR REVIEW OF PROBATION CAMP INVESTIGATIONS
4th QUARTER 2011

OIR #	Subject(s)	ALLEGATIONS	OIR RECOMMENDATIONS Investigation	DEPARTMENT Findings	OIR RECOMMENDATIONS Findings	OUTCOME
275	Subject (1) DPO	Subject separated Minor from a potential weapon (water jug wrapped in a towel) then restrained him and took him to the floor where he was handcuffed by other staff. The Minor then spit on Subject while other officers were walking him to the SHU. There was no further incident and no injuries.	<ul style="list-style-type: none"> ▶ Abandon the practice of having witnesses fill out post-interview affidavits. ▶ Assign child abuse cases immediately. ▶ Attempt to interview uncooperative Minors more thoroughly. ▶ Interview treating nurses more thoroughly; include their reports in file. ▶ Use relevant video during interview of all witnesses who saw the action depicted in the video. ▶ Relate the problematic actions (in this case, the grasping of the Minor's neck) to the SCM or other policies. Get input from a force expert within the Department if necessary. ▶ Address and confirm the reason for the urgent transportation of the Minor after the incident, potentially diminishing the evidence in the case. 	UNSUBSTANTIATED	OIR does not concur with the unsubstantiated finding. OIR concludes that there is evidence that the Subject deviated from approved SCM technique when he grasped the Minor at or near the front of his neck and took him down to the table and then the ground. It is unclear from the evidence, however, whether this was intentional or mitigated by the context of the incident. We recommended that the finding be "inconclusive."	N/A
268	Subject (1) DPO I Subject (2) DPO I	Minor had made it known to camp staff that he wanted to be transferred to a different camp. Soon thereafter, the Minor's mother reported to camp staff that her son was "elbowed" by staff. The Minor did not report the alleged abuse to camp staff. When interviewed the Minor stated he had not been abused.	<ul style="list-style-type: none"> ▶ Interview all potential witnesses. ▶ Refrain from asking Minors if they still have a complaint. The best practice is to ask direct questions about the alleged abuse. ▶ Obtain rosters to confirm names of involved staff. ▶ Obtain and review relevant SIRs and include them in the file. ▶ Explanation in the report for the camp's delay in reporting the incident to IIO was constructive. ▶ Page references to transcript when referring to critical information in report is helpful. ▶ Obtain and include camp investigation in file. 	INSUFFICIENT EVIDENCE	OIR concurred with the Insufficient Evidence finding.	N/A
Footnote: (*) "Insufficient Evidence" findings by IIO means that based on the available documents there is insufficient evidence to open a formal administrative investigation.						

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254	Subject (1) SDPO Subject (2) DPO II	Adult detainee (who had turned 18 while in custody) alleged that Subjects twisted his arm and caused him to hit his face against a file cabinet and the ground during a restraint. The adult detainee also alleged that sheets and his shirt were placed over his face during the restraint. The adult detainee refused to have his interview recorded. In an affidavit, the detainee wrote, "They didn't do anything to me." Evidence showed that the detainee was spitting on staff prior to/during the physical restraint.	<ul style="list-style-type: none"> ► Indicate in the investigative summary the dates of the IIO interviews. ► Include the SCM review in the file and refer to it and its findings in the investigative report. ► Review all relevant documents including the emails reporting the incident. ► Include medical assessment documentation in the file. ► Interview the nurse who performed the medical assessment. 	INSUFFICIENT EVIDENCE	OIR concurs with the Insufficient Evidence finding based on lack of corroborating evidence. Staff reported that they used the shirt and sheet as a shield against the spitting. OIR recommended that the facility store protective masks in a location that is easily accessible to staff.	N/A
246	UNKNOWN STAFF	Minor alleged that staff threw her to the ground and pushed her against the wall. Minor later recanted the allegation. The Minor refused to be recorded during the investigative interview.	<ul style="list-style-type: none"> ► Follow up on SCAR response by police agency. ► Include SCAR outcome in file. 	INSUFFICIENT EVIDENCE	OIR concurred with the Insufficient Evidence finding based on the Minor's admission that she falsified the allegation. Minor also admitted that she injured herself when she thrust her hand against a wall.	N/A
219	DPO II	<p>(1) Two Minors anonymously alleged that Subject slapped a Minor in the rib area and kicked the Minor.</p> <p>(2) Subject also allegedly convinced possible victim Minor not to talk about this incident by bribing him with personal items and granting him a special visit. All other potential witnesses denied seeing or hearing anything regarding the Minor being struck or kicked by the Subject. Minor and Subject both deny that Minor was bribed by Subject.</p>	<ul style="list-style-type: none"> ► Re-interview the Subject and center questions on possible victim Minor. The Subject was asked about the wrong victim during his interview. ► IIO investigator should have also questioned possible victim Minor about events that may have led to the incident involving the Subject. 	<p>(1) UNSUBSTANTIATED</p> <p>(2) UNSUBSTANTIATED</p>	OIR does not concur with the unsubstantiated findings because inaccurate information was contained in the case investigative summary and the Subject was asked about the wrong possible victim during his interview.	N/A

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212	DPO I	Subject allegedly falsified his timecard when he failed to make time variance adjustments for leaving the camp. On one of the occasions he was away from camp, the Subject was cited for a traffic violation.	<ul style="list-style-type: none"> ► Determine the amount of time the Subject spent outside of camp during his vehicle stop. Request the information (citation or daily log) from the issuing law enforcement agency. ► Obtain information regarding the Subject's alleged email form submitted to his supervisor on one of the dates in question. ► In cases involving a suspended CDL, the investigator should determine whether the Subject has cleared up the license problem. ► Verify if Subject had been trained on how to submit a Payroll Change Slip. ► Interview the camp timekeeper. 	UNSUBSTANTIATED	OIR does not concur with the unsubstantiated finding. While there is insufficient evidence to prove that the Subject failed to inform his supervisor that he was leaving the camp for personal reasons, there is sufficient information that on two occasions the Subject failed to submit documentation for the variance time.	N/A
193	DPO I	Minor alleged that when he reached out to shake the Subject's hand the Subject struck Minor's neck and punched him in the face.	<ul style="list-style-type: none"> ► Video cameras should be addressed in case summary. ► Minor should be asked to identify possible witnesses in his interview. ► Good follow-up questions to the Minor regarding remarks made in the presence of the nurse. 	UNSUBSTANTIATED	OIR concurred with the unsubstantiated finding based on the lack of corroborative witness statements. Also, there was evidence that the Minor told medical staff that he injured himself so that he could sue the County.	N/A

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187	DPO I	<p>(1) Three Minors were involved in a fight. The Subject deployed an additional burst of OC spray on one Minor after the Minor had already been sprayed by another staff.</p> <p>(2) Subject restrained the Minor by placing his arm around the Minor's neck.</p>	<p>► The Subject should be reinterviewed to discuss the discrepancies between his statements and what the video tape depicts.</p> <p>► The investigation should include input from a department expert on SCM about the permissibility of neck holds.</p> <p>► A broader group of minors should have been interviewed regarding these allegations.</p> <p>► Video tape should be submitted with the case file.</p> <p>► Video tape should be used during subject and witness interviews to refresh and/or challenge memories.</p> <p>► Investigator should inquire from the Subject his training/understanding of whether any neck hold is approved by the Department or under what circumstances a neck hold is allowed.</p>	<p>(1) SUBSTANTIATED</p> <p>(2) UNSUBSTANTIATED</p>	<p>(1) OIR concurs with the substantiated finding regarding the unnecessary use of OC spray based on video evidence.</p> <p>(2) OIR did not concur with the unsubstantiated finding regarding the Subject placing his arm around Minor's neck during the force incident. Based on the Subject's admission that he might have placed his arm around Minor's neck, coupled with Minor's statement and the video evidence, there appears to be sufficient information to support a substantiated finding regarding excessive/unnecessary force allegation.</p>	Discipline decision pending
181	DPO I	<p>(1) Minor alleged Subject used profanity towards him on the recreation field.</p> <p>(2) Minor also alleged that Subject then struck him in his stomach and head several times.</p>	<p>► Interview the nurse who medically assessed the Minor and verify the nurse's observations.</p>	<p>(1) UNSUBSTANTIATED</p> <p>(2) SUBSTANTIATED</p>	<p>(1) OIR concurred with the unsubstantiated finding of profanity allegation.</p> <p>(2) OIR concurred with the substantiated finding of excessive/unnecessary force.</p>	Discipline decision pending

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161	DPO II	<p>(1) Minor 1 alleged that the Subject placed him in a choke hold.</p> <p>(2) Minor 2 alleged that Subject slapped him on the right cheek and slammed his head on the floor during a physical restraint.</p>	<p>► Consider adding allegation of poor judgment for returning to the dorm and directly engaging Minor alone.</p> <p>► Complete case in a timely manner (investigation took approximately four months to complete).</p> <p>► State whether facility has video cameras in dorm.</p>	<p>(1) SUBSTANTIATED</p> <p>(2) UNSUBSTANTIATED</p>	<p>(1) OIR concurred with substantiated finding primarily based on Subject's admission that he initiated physical intervention without first giving verbal commands.</p> <p>(2) OIR concurred with unsubstantiated finding based on lack of corroborating evidence.</p>	Notice of Intent to Suspend 15 days.
149	N/A	Minor fractured his hand during a basketball game. He aggravated an old injury. There was no evidence of staff misconduct/negligent supervision.	<p>► Triage significant injury to Minor cases (no staff involvement).</p>	INSUFFICIENT EVIDENCE	OIR concurred with the Insufficient Evidence finding.	N/A
136	DPO II	Minor created a disturbance in the dorm. When Minor did not comply with Subject's orders to quiet down and line up, Subject issued an O.C. spray warning but did not deploy spray. Minor was then handcuffed and escorted out of the dorm. Minor alleged that he was kicked in the course of handcuffing. Some Minors supported this version of the facts; some did not. The nurse's examination showed no redness, bruising or sign of injury.	<p>► Include any facts or explanation regarding why the video was not functioning.</p> <p>► Consider recommending that camp management evaluate Subject's SCM use of force skills to see whether he could benefit from refresher training.</p>	UNSUBSTANTIATED	OIR concurred with the unsubstantiated finding based on the lack of physical evidence/injury and contradictory witnesses.	N/A

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133	Subject (1) DPO I Subject (2) DPO I	Minor caused a disturbance inside a classroom and refused to leave. Minor started crawling under tables which led to a physical restraint. Minor alleged that Subjects used excessive force during the physical intervention. During medical assessment, Minor denied pain and injury. No injury was noted.	► IIO decision to refer case back to the location for review/follow-up was appropriate.	INSUFFICIENT EVIDENCE	OIR concurred with the Insufficient Evidence finding.	N/A
122	DPO I	Minor alleged in a grievance form that Subject threatened to beat him up if he did not quiet down. Subject also allegedly threw the Minor's sheets in the urinal, then threw them away and told the Minor to get new sheets.	► IIO decision to refer case back to the location for review/follow-up was appropriate.	INSUFFICIENT EVIDENCE	OIR concurred with the Insufficient Evidence findings based on Minor's recant of the allegation that sheets were thrown in the urinal. Verbal threat allegation can be addressed by bureau.	N/A
121	DPO II	Minor was writing on another Minor's arm with a pen. The Subject attempted to reach for the contraband pen. Subject stated that his knee hit Minor's leg when a second Minor interfered and pulled the Subject down toward him.	► Adequate to conduct minimal investigation.	INSUFFICIENT EVIDENCE	OIR concurred with the Insufficient Evidence finding.	N/A

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120	DPO I	Minor refused to give up a spray bottle he had picked up. Minor eventually stopped spraying the solution in the air and gave up the spray bottle. He then started banging on his room door and blurted out that the Subject had placed his hands on his neck. The nurse's medical assessment noted that there were no visual signs of injury or trauma to the neck area.	<ul style="list-style-type: none">▶ Adequate to conduct minimal investigation.	INSUFFICIENT EVIDENCE	OIR concurred with the Insufficient Evidence finding based on the lack of physical evidence/injury and witnesses did not corroborate the Minor's allegations.	N/A
118	N/A	Minor injured his lip during a physical altercation he had with another minor. There were no allegations or evidence that the staff caused the injury or failed to adequately supervise the minors.	<ul style="list-style-type: none">▶ Include medical report in the file.▶ Mention the cause of the minor-on-minor fight, i.e. gang related.▶ Determine why the facility delayed in reporting the incident to IIO.	INSUFFICIENT EVIDENCE	OIR concurred with the Insufficient Evidence finding.	N/A

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117	DMH Therapist	<p>(1) Subject allegedly provided packages containing contraband material such as magazines and explicit music to Minors.</p> <p>(2) Subject also allegedly maintained contact by telephone and e-mail with previously detained Minors.</p> <p>(3) Subject allegedly engaged in a physical struggle with a Minor over possession of a package.</p>	<p>► Explore an effective way for the Department to maintain a permanent record of employees of partner agencies who do not cooperate with Probation internal investigations and should be excluded from Probation facilities.</p>	<p>(1) SUBSTANTIATED</p> <p>(2) SUBSTANTIATED</p> <p>(3) UNSUBSTANTIATED</p>	<p>(1) OIR concurred with the substantiated finding for providing contraband to Minor clients.</p> <p>(2) OIR concurred with the substantiated findings for maintaining contact with previously detained Minors.</p> <p>(3) OIR concurred with unsubstantiated finding regarding alleged use of excessive/unnecessary force. Minor recanted his allegations and admitted that he made up the allegations because he was upset at the Subject for confiscating his contraband.</p>	<p>No discipline because Subject not a Probation employee. Subject excluded from Department facilities.</p>
116	DPO II	<p>Minor alleged that Subject placed his forearm across his neck and pushed him against the wall while he was in the Special Housing Unit.</p>	<p>► An explanation regarding the delay in completing the SCM review should be included in the case summary.</p> <p>► The case summary should indicate whether video cameras were present at the scene.</p>	<p>UNSUBSTANTIATED</p>	<p>OIR concurred with the unsubstantiated finding based on lack of corroboration from witnesses.</p>	<p>N/A</p>

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115	Subject (1) DPO II Subject (2) DPO I Subject (3) DPO II Subject (4) DPO I	Two Minors alleged that Subjects discarded completed grievance forms located among Minors' personal property. These allegations were reported to DOJ Compliance staff.	<ul style="list-style-type: none"> ► Communicate to DOJ compliance unit the need to refer cases immediately. ► Camp managers should be asked to consider whether there are indications of previous dissatisfaction with the integrity of the grievance process and whether any simple fixes suggest themselves, e.g., better placement of the grievance form boxes or more frequent opportunities to submit forms. 	UNSUBSTANTIATED	OIR concurred with the unsubstantiated finding based on inconsistent statements from the Minors.	N/A
114	DPO II	Minor alleged that Subject grabbed his hand and twisted it. Minor later retracted his allegation and explained that he made up the allegation because he was upset.	<ul style="list-style-type: none"> ► IIO investigator should roll out immediately to location even if Minor has apparently recanted the initial complaint. ► Subject should have been interviewed since her PIR denies any contact with the Minor and there is evidence that there may have been some sort of contact just before the "incident." ► Do not ask a complaining minor if staff "did anything wrong." This requires the alleged victim to make a judgment call about SCM policy and may obscure the simple "what happened" facts. ► Asking Minor questions about coercion is relevant in such cases. 	UNSUBSTANTIATED	OIR concurred with the unsubstantiated finding.	N/A

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107	DPO I	Subject allegedly slapped a Minor during a physical restraint. A Child Safety Assessment was conducted and determined that there was no reasonable suspicion of child abuse.	<ul style="list-style-type: none">▶ Triage significant injury to Minor cases (no staff involvement).▶ Continue to include relevant documentation in file.	INSUFFICIENT EVIDENCE	OIR concurred with the decision not to initiate a full investigation.	N/A

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106	N/A	Minor reported that he hurt his wrist/arm while in the recreation field. He was transported to the hospital where it was determined he had a broken wrist. There was no allegation of child abuse and/or excessive force made by the Minor. Minor had a documented previous injury to his arm. Minor admitted to sitting down too fast which led to the injury to his wrist.	<ul style="list-style-type: none"> ► Triage significant injury to Minor cases (no staff involvement). 	INSUFFICIENT EVIDENCE	OIR concurred with the decision not to initiate a full investigation.	N/A
105	DPO	LACOE substitute teacher reported that Minor exposed himself in the classroom and other Minors groped her groin area. The local law enforcement agency responded and took a battery report. The Subject DPO had left the classroom momentarily to escort two Minors to the bathroom leaving the teacher without supervision.	<ul style="list-style-type: none"> ► Include in file any Department policy on classroom supervision and restroom breaks for Minors. ► Even though video surveillance of the classroom did not capture the alleged incident (because the camera was positioned facing the door and windows) describe video evidence in summary. As a result of the incident, the camp has repositioned the camera at the front door, facing into the classroom. 	INSUFFICIENT EVIDENCE	OIR concurred with Insufficient Evidence finding after additional follow-up. There was no additional staff available to supervise the classroom while the assigned Subject escorted the Minors to the bathroom.	N/A
103	DPO I	The Minor and Subject allegedly engaged in a verbal exchange of profanities. Minor was pepper sprayed by the Subject. Subject did not attempt any physical intervention techniques prior to deploying the pepper spray.	<ul style="list-style-type: none"> ► Show the video footage to the Subject during interview, rather than before the interview starts. This allows the IIO investigator to challenge the Subject's version using the tape and gives the Subject an opportunity to explain discrepancies. ► Complete the case in a timely manner. 	SUBSTANTIATED	OIR concurred with the substantiated finding. Witness statements and a digital recording from the security cameras suggest that Subject's use of OC spray did not conform to Departmental policy.	Notice of Intent to Suspend 15 days.

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102	DPO II	Minor alleged that Subject grabbed him from behind and threw him to the ground. There is a video recording of the use of force involving the Minor and the Subject.	<ul style="list-style-type: none"> ► Review PIRs and determine if witness staff adequately/accurately reported the incident. ► Interview Subject and other involved personnel (including witnesses) as soon as possible. 	SUBSTANTIATED	OIR concurred with the substantiated finding based on video evidence and surrounding circumstances of incident.	5 day suspension
86	DPO I	Minor alleged that Subject grabbed her by the neck during a physical intervention. In her questionnaire, the Minor admitted that she was non-complaint and that she assaulted staff.	<ul style="list-style-type: none"> ► Include SCAR in investigative file. ► Conduct follow-up on the SCAR; include SCAR information/outcome. ► Clarify with camp management the required documentation for IIO referrals. (The camp was not aware that it had to complete the SCM report after referring the case to IIO). 	INSUFFICIENT EVIDENCE	OIR concurred with the Insufficient Evidence finding based on Minor's admission that physical intervention was prompted by her assault on staff. A Child Safety Assessment was conducted and determined that there was no reasonable suspicion of child abuse. There were no serious injuries to Minor from the physical intervention. Based on the documentation from the staff and the Minor involved, it appears that the level of force was necessary and reasonable.	N/A

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74	Subject (1) DPO II Subject (2) DPO II Subject (3) DPO II Subject (4) DPO II	Minor refused to follow orders then grabbed Subject 3's arm causing the Subject to lose his balance. Subjects allegedly used unreasonable force by pushing Minor's shoulders to get him on the ground. While on the ground, the Minor continued to resist, striking the Subjects with his elbows. Subject 3 applied one burst of OC spray, after giving the Minor a warning. A civilian witness observed that the Minor was resisting. All Subjects submitted the required documentation related to the incident in a timely manner.	<ul style="list-style-type: none">▶ Subject's IIO interview should have also covered the events that occurred inside the dorm, not just what took place outside the dorm.▶ A sampling of the Minors that were present in the dorm should have been interviewed to verify the accuracy of the Subject's statements.▶ The case summary should confirm that video cameras were not present at the scene.	INSUFFICIENT EVIDENCE	OIR concurred with the Insufficient Evidence finding for all Subjects.	N/A

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73	DPO II	While on the basketball court, Minor created a disturbance when he began cursing at female staff and inciting other Minors to start cursing as well. After Subject gave an OC warning, Minor lay on the ground with his hands behind his back but resisted handcuffing. Subject placed his hand and leg on Minor's back to accomplish the handcuffing. Minor alleged that Subject had pressed his knee on the Minor's neck. There was no swelling, redness or other marks on the Minor's neck.	<ul style="list-style-type: none">► Address and include any information about the camp's nine day delay in requesting an investigation.► Explore whether staff composure was diminished due to another similar incident close in time.► Consider recommending that camp management evaluate the quality of the Subject's SCM use of force skills to determine if camp staff could benefit from refresher training.	UNSUBSTANTIATED	OIR concurred with the unsubstantiated finding based on the lack of physical evidence/injury and witnesses did not corroborate the Minor's allegations.	N/A

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UPDATES FROM 3rd QUARTER 2011						
OIR #	SUBJECT(S)	ALLEGATIONS	OIR RECOMMENDATIONS Investigation	DEPARTMENT FINDINGS	OIR RECOMMENDATIONS Findings	OUTCOME
192	Subject (1) GSN Subject (2) GSN Subject (3) GSN Subject (4) GSN	Subjects left the dorm door open to help ventilate the dorm with fresh air which resulted in two Minors escaping.	<ul style="list-style-type: none"> ► Include in the case summary if video cameras were present and operating in the dorm. ► Include in the case summary when the escaped minors were captured. ► Include in the case summary type of injuries sustained by minors and if they were medically examined. 	SUBSTANTIATED	OIR concurred with substantiated finding for negligent supervision for all Subjects.	Letters of Intent to Suspend: Subject (1) - 20 days Subject (2) - 30 days Subject (3) - 20 days Subject (4) - 20 days
179	DPO I	Minor alleged Subject pushed him and struck his face with a squeegee handle during shower time. Minor indicated he was upset prior to the incident because the Subject had turned off their showers and he had to rinse off the soap from his body at a bathroom sink.	<ul style="list-style-type: none"> ► Ensure each allegation is specifically covered in the Subject's interview. ► Ask follow-up questions regarding Minor's statements about his injuries. 	SUBSTANTIATED	OIR concurred with substantiated finding for excessive/unnecessary force allegation based on consistent Minor witness accounts.	Pending

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176	DPO I	Subject slammed Minor into a wall and onto the ground during a restraint and called minor a "bitch and a snitch". Witnesses have heard the Subject use profanity in the past.	<ul style="list-style-type: none"> ▶ Include video footage (covering activity peripheral to the incident) in case summary and submit it as an exhibit. ▶ Question minors as to the "bitches and snitches" phrase. Try to establish if the minors have heard the subject use this phase during or prior to the incident. ▶ IIO investigator needs to establish which minors were present in the two groups that DPO was supervising prior to the incident. ▶ When questioning about past use of profanity, ask Subject and witnesses when and where the admitted profanity was used. Have Subject describe, in detail, the circumstances in which the profanity was used. ▶ Interview staff witness and ascertain what she heard and saw the Subject do. ▶ Ask staff witness if he saw the Subject twist the minor's arm and if he heard the Subject use the phrase. ▶ Handwritten corrections were made on several interview transcriptions with no information as to who made these correction and why they were made. 	(1) UNSUBSTANTIATED 2) SUBSTANTIATED	OIR concurred on the unsubstantiated finding of the use of force allegation. OIR does not concur on the substantiated finding of employee conduct (profanity) allegation. Evidence is not specific as to time and victims.	Pending

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170	DPO I	Staff admonished a minor then struck him with his hand. Minor fought back. Minor was uncooperative with investigation.	<ul style="list-style-type: none">► Add description of contents of surveillance video.► Avoid long delays between interviews of witnesses.► No explanation of delay by camp in referring incident for investigation.► Use of video in Subject interviews effective, appropriate and fair.	SUBSTANTIATED	OIR concurred with substantiated finding for unnecessary force. Video evidence and interviews using video evidence were persuasive.	Pending
165	DPO I	Minor alleged that Subject bumped into him at the water faucet and slammed him to the floor during a restraint. Minor indicated he sustained a scratch on his nose and side of his neck.	<ul style="list-style-type: none">► Add citations to the specific policies violated in the Findings or Allegations section (including false/misleading statements).► Interview nurse.► Complete initial interview of Subject and obtain basic statements about the facts before introducing the video as a tool of examination.	SUBSTANTIATED	OIR concurred with substantiated finding for excessive/unnecessary force. Evidence, including video, supported allegations of unnecessary force.	Letter of Intent to Discharge

GLOSSARY

CSA Child Safety Assessment
DPO Deputy Probation Officer
GSN Group Supervisor, Nights
IIO Internal Investigations Office
LACOE Los Angeles County Office of Education

OIR Office of Independent Review
PDPM Probation Department Policy Manual
PIN Preliminary Incident Notification
PIR Physical Intervention Report
POBR Peace Officers Bill of Rights

SCAR Suspected Child Abuse Report
SCM Safe Crisis Management (use of force policy)
SDPO Supervising Deputy Probation Officer
SIU Special Investigations Unit
SKELLY Due Process Hearing