

CITY OF OAKLAND

Memorandum

TO: Oakland Police Department
ATTN: All Personnel
FROM: Chief LeRonne L. Armstrong
DATE: XX MMM 21

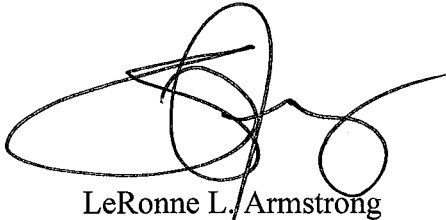
RE: Notice to All Personnel of Zero Tolerance for Racist Actions or Affiliations

To all OPD Personnel, both Sworn and Professional Staff:

The Oakland Police Department is entrusted with keeping all community members in Oakland safe and enforcing laws. This mission is incompatible with any sort of racist practices, behaviors, or actions, as well as with affiliations with anti-government or extremist groups.

On June 16th, 2020, the Oakland City Council passed Resolution 88167, which specifically declares the City of Oakland to be “a zero-tolerance employer for City employees with respect to racist practices, behaviors, actions, and/or association and affiliation with white supremacist groups, organizations or cells.”

The Oakland Police Department is dedicated to creating a work environment that is safe and inclusive for all City employees. As such, any racist practices, behaviors, or actions, or affiliations or support of white supremacist or extremist, racial organizations, **including social media posts or interactions**, will not be tolerated. Actions or behaviors of this sort will be reviewed as violations of City of Oakland Administrative Instruction 71, Subsection C-2(g) and Department General Order M-19, and if sustained will be subject to discipline up to termination of employment.



LeRonne L. Armstrong
Chief of Police
Oakland Police Department