2-04/040.00 - The Equity Commander

The Equity Commander is the Department's "point person" in all equity matters, and liaisons with highâ€'level contacts with Federal Courts. The Equity Commander is immersed in all subject matters that involve the Bureau of Labor Relations and Compliance, and reports directly to the Sheriff and Undersheriff.

The Equity Commander is responsible for ensuring that Units under their command are meeting Department and Division standards of operation. The Equity Commander shall be personally versed in the Units – major operational indices (personnel, budget, complaints, risk management, liability, etc.) and has an affirmative obligation to provide the Captain with appropriate support and direction in the maintenance of standards.

The Equity Commander works with the Los Angeles County Office of Affirmative Action Compliance and Los Angeles County Human Relations Commission to ensure that the Department's efforts to combat harassment, discrimination and retaliation are performed consistent to the Department's Core Values and the County's expectations and standards.

The Equity Commander provides consultation to Division Chiefs or Division Director regarding the processing of equity cases if they are considering modification of discipline imposed/recommended by the Equity Oversight Panel, including but not limited to the Mandatory Steps and Justification Letter.

The Equity Commander reviews all closure memorandums from command staff regarding their resolution of issues brought to their attention via the Policy of Equality ("POE") process, including, but not limited to: training recommendations, unitâ€'level supervisory monitoring of the working environment, and conflict resolution. The Equity Commander provides direction and consultation to Unit Commanders on equity, harassment, retaliation and discrimination issues as necessary.

The Equity Commander is the Department's liaison with the Equity Oversight Panel, which is an independent panel under contract with the Board of Supervisors. The Equity Commander also oversees the operation of the Intake Specialist Unit within the Bureau of Labor Relations and Compliance. The Equity Commander reviews any issues associated with the assessment or assignment of equity cases via the Los Angeles County Office of Affirmative Action Compliance, Equity Oversight Panel and/or the Internal Affairs Bureau.