

MATTHEW C KENDALL
Sheriff-Coroner



Undersheriff John Magnan

Captain Quincy Cromer
Patrol Division Commander
Captain Gregory L. Van Patten
Corrections Division Commander
Captain Joyce Spears

County of Mendocino

Office Of The Sheriff-Coroner

Date: 01/29/2024

To: Mendocino County Sheriff's Office Patrol and Detectives Divisions

Regarding:

RIPA Regulation Requiring Self-Identification of Officer Gender Violates FEHA California Code of Regulations, Title 11, section 999.226(a)(23)

Following the new regulations related to the Racial and Identity Profiling Act of 2015 (RIPA), we received instructions for peace officers throughout the State of California to self-identify their gender and race / ethnicity.

Currently a legal challenge to this requirement is underway due to conflicting statutes specifically with the California Fair Employment and Housing Act (FEHA) anti-discrimination laws.

Law enforcement labor representatives and management have jointly opposed the new reporting requirements which will force peace officers to disclose their own gender identity and race / ethnicity when they perform a stop, in violation of FEHA. It is my belief these regulations should not be implemented until this conflict is resolved, because the regulations place law enforcement agencies in the position of violating either their employees' civil rights or the regulations.

Understanding this conflict exists I wanted to provide clear direction for personnel who have been forced to complete RIPA documentation.

Persons who chose to identify their gender and race / ethnicity may do so, however this is your choice. I encourage you to let your conscience be your guide on this while understanding I will not mandate it from our employees. RIPA reporting will continue to be completed however the portion which mandates your gender identity and race / ethnicity will be at your discretion.

If you decide to not complete the sections of the RIPA data regarding your gender and race / ethnicity, please follow the link below for instructions on how to change your information to "None" for these categories:

 [RIPA 2024 - Officer Gender.pdf](#)

We have many different races, genders and sexual orientations working in our office. All of which are good people who serve with honor and dignity. I have long subscribed to the belief that only people count. If the question is people or process, people must take priority. It is clear

951 Low Gap Road
Ukiah, California 95482

707-463-4411
Fax 707-468-3404

this legislation was set forth with no consideration for the rights of our deputies which is completely unacceptable.

I have never seen a time within my lifetime where personnel were forced to report their gender, sexual orientation and race in order to complete their duties. I fully believe this is simply an extension of politics in our nation attempting to divide us instead of uniting us, this is clearly a failure in leadership which can not be allowed to continue.

With the upcoming legal challenges, I am hopeful we will see some clarity in the near future regarding this issue.

Sheriff Matt Kendall