



Riverside County Sheriff's Office

Chad Bianco, Sheriff-Coroner

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August 19, 2026

The Honorable Jacqueline C. Jackson,
Presiding Judge
Superior Court of California, County of Riverside
4050 Main Street
Riverside, CA 92501

**Re: Response to the 2025-2026 Riverside County Grand Jury Report, *Policy vs. Practice:*
*An Investigation into Riverside County's Workplace Discrimination Procedures***

Dear Judge Jackson:

Pursuant to California Penal Code sections 933 and 933.05, enclosed please find the Riverside County Sheriff's Office response to the 2025-2026 Riverside County Grand Jury report entitled *Policy vs. Practice: An Investigation into Riverside County's Workplace Discrimination Procedures*.

The Sheriff's Office appreciates the time and effort devoted by the members of the Grand Jury in reviewing this important subject. The enclosed response addresses the findings and recommendations directed to this Office in accordance with the requirements of Penal Code section 933.05.

Copies of this response are being provided to the Riverside County Grand Jury and the Riverside County Clerk-Recorder, as required by law.

Thank you for your consideration.

Respectfully,

A handwritten signature in blue ink, appearing to read "Donald Sharp", is written over the typed name.

DONALD SHARP
UNDERSHERIFF

2025-2026 Riverside County Grand Jury Report
Policy vs Practice
An Investigation into Riverside County's Workplace Discrimination
Procedures

GRAND JURY FINDINGS:

Grand Jury Finding #3:

Public safety agencies are not following Policy-25 requirements to cross reporting and/or forward C-25 complaints to HR.

Response to Grand Jury Finding #3:

Respondent disagrees wholly with finding.

Department comments:

The Riverside County Sheriff's Office is committed to creating and maintaining a work environment that is free of all forms of discriminatory harassment, including sexual harassment and retaliation. Upon receiving a harassment complaint, an immediate investigation is initiated that includes interviewing the complainant, witnesses, the accused, and reviewing appropriate internal policy and procedures.

The County of Riverside Board of Supervisor's Policy C-25 Policy has very specific criteria that must be met to support a C-25 Policy violation. During the initial investigative inquiry, the appropriate notifications to County HR will be made if there is a legitimate C-25 Policy violation.

Regardless, the investigation continues to ensure our personnel meet the expectations expected from Sheriff Chad Bianco and the public. At the conclusion of the investigation, policy violations are corrected through written reprimands, training, and in severe cases demotion and/or termination.

Grand Jury Finding #4:

Public safety agencies are not following the Policy C-25 requirements to report disciplinary action related to C-25 complaints to HR.

Response to Grand Jury Finding #4:

Respondent disagrees wholly with finding.

Department comments:

The Riverside County Sheriff's Office respectfully disagrees with this finding. The finding is based on an inaccurate characterization of the Department's practices.

The Sheriff's Office maintains a zero-tolerance approach toward discrimination, harassment, sexual harassment, and retaliation. All complaints alleging such conduct are promptly reviewed and investigated in accordance with applicable law, County policy, Department policy, and established investigative protocols. Allegations are evaluated on their individual facts and circumstances, and appropriate action is taken based upon the evidence developed during the investigation.

County of Riverside Board of Supervisors Policy C-25 establishes specific definitions, standards, and reporting requirements. Not every workplace complaint involving interpersonal conflict, inappropriate conduct, or personnel issues constitutes a violation of Policy C-25. Accordingly, the Department assesses each complaint to determine whether the allegations implicate Policy C-25 and whether reporting obligations under the policy are triggered. When matters fall within the scope of Policy C-25, the Department makes the required notifications and coordinates with County Human Resources as prescribed by County policy.

The Department further disagrees with the implication disciplinary action arising from investigations is withheld from County Human Resources when reporting is required. The Sheriff's Office follows established County procedures regarding notification, consultation, and reporting responsibilities. The existence of disciplinary action alone does not establish that a Policy C-25 violation occurred, nor does it alter the reporting framework established by the policy.

Regardless of whether allegations ultimately satisfy the criteria for a Policy C-25 violation, the Sheriff's Office remains committed to maintaining the highest standards of professionalism and accountability. When investigations identify misconduct or violations of Department policy, appropriate corrective or disciplinary measures are imposed based upon the nature and severity of the conduct. Those measures may include counseling, training, written reprimands, suspension, demotion, and/or termination.

The Sheriff's Office remains committed to ensuring a professional workplace, protecting employees from unlawful discrimination and harassment, and complying with all applicable County policies and reporting requirements. Based on the foregoing, the Department does not agree with the finding

Grand Jury Finding #5:

HR is failing to take action to ensure compliance with Policy C-25 by public safety agencies.

Response to Grand Jury Finding #5:

Respondent disagrees wholly with finding.

Department comments:

The Riverside County Sheriff's Office respectfully disagrees with this finding. The finding reaches a conclusion regarding the actions and responsibilities of County Human Resources that is not supported by information available to the Department and does not accurately reflect the collaborative processes that exist between County Human Resources and County departments.

County Human Resources has established policies, procedures, and reporting mechanisms designed to promote compliance with Board of Supervisors Policy C-25. The Sheriff's Office regularly works in coordination with County Human Resources regarding matters that implicate Policy C-25 and has found Human Resources to be responsive and engaged in fulfilling its oversight and advisory responsibilities under County policy.

Policy C-25 establishes a framework that assigns responsibilities to both County departments and County Human Resources. Compliance with the policy is a shared responsibility that includes complaint reporting, investigation, consultation, documentation, training, and corrective action when warranted. The Sheriff's Office is not aware of any systemic failure by County Human Resources to carry out its responsibilities under the policy, nor has the Department identified evidence demonstrating that Human Resources has failed to take appropriate action to promote compliance by public safety agencies.

Furthermore, the finding appears to presume that the existence of complaints or disciplinary actions necessarily demonstrates a failure of oversight by Human Resources. Such a conclusion overlooks the fact that complaints are investigated, allegations are evaluated based upon the evidence, and corrective action is taken when warranted. The existence of workplace complaints does not, by itself, establish noncompliance with Policy C-25 or a failure by Human Resources to perform its duties.

The Sheriff's Office remains committed to working collaboratively with County Human Resources to ensure compliance with Policy C-25, to provide a workplace free from discrimination, harassment, and retaliation, and to hold employees accountable when misconduct is identified. Based upon the Department's experience and interactions with County Human Resources, the Department disagrees with the finding that Human Resources is failing to take action to ensure compliance with Policy C-25 by public safety agencies.

GRAND JURY RECOMMENDATIONS:

Grand Jury Recommendation #3:

The Riverside County Civil Grand Jury recommends that HR and the Executive Office should conduct a comprehensive audit to verify public safety agencies' compliance with Policy C-25. The audit should examine compliance with reporting, updating historical records, the disposition of

discipline and any “off-the-books Administrative Reviews” within three months from receipt of this report.

Response to Grand Jury #3:

Recommendation will not be implemented because it is not warranted or reasonable.

Department comments:

The Riverside County Sheriff's Office respectfully disagrees that an audit of this issue is a reasonable or necessary course of action. The recommendation for an audit appears to be based on assumptions of systemic noncompliance that are not supported by the Department's operational experience or by evidence demonstrating a widespread failure to comply with County policy. However, should the Executive Office determine that an audit is warranted or request that the Sheriff's Office participate in such an audit, the Sheriff's Office will fully cooperate and provide any information, documentation, or assistance reasonably requested in support of that review.