

**Key, Lori**

---

**From:** Tessa Salzman [REDACTED]  
**Sent:** Tuesday, November 17, 2020 8:26 AM  
**To:** ClerkoftheBoard  
**Subject:** Public Comment: TRUTH Act Hearing 11/17

Dear Board of Supervisors & The Ventura County Sheriff's Office,

Please include my comment below in the public record and in your considerations moving forward as you assess how to improve relations, respect and trust with the public. Thank you.

Sincerely,  
Tessa Salzman

----

My comment is on behalf of friends I know and respect who want to be anonymous because they want to maintain positive relationships with all deputies. They want to assure you that far most of their experiences with deputies have been very professional, helpful, and appreciated. However, there have been certain deputies on both day and night patrol during the past several years whose behavior is characterized by inappropriate shows of dominance, victimizing, violating basic human and civil rights, and showing disrespect, intense anger and disgust toward others, including vulgar, derogatory language and harassment.

I am passing along their suggested policies based in restorative justice and based on their lived experiences with unjust enforcement:

- do not profile and harass people walking in public spaces who have an appearance of being unhoused or with whom they have had prior encounters but who are not acting under the influence or doing anything illegal,
- do not handcuff such people and hold them face down over the hood of their car while their records are being checked, in particular when the targeted victims are respectful, cooperative, unarmed and posing no threat of danger,
- do not take targeted victims to jail for long weekends on a charge of blood levels of drugs that turn out completely false when tested,
- do not stop people walking at night simply to tell them to stop walking on the wrong side of the road, or other frivolous, threatening harassment,
- do not pursue or affront people on private property without a warrant or permission from the owner,
- do not wear firearms or tasers when patrolling areas where the usual people they encounter are unhoused, mentally ill or historically known to them as substance abusers,
- treat unhoused, substance abusers, white and people of color equally, with the same respect they would show their family members,
- create a confidential hotline for people who observe such disrespectful and illegal actions so they can call in and report abusive inappropriate treatment to others or to themselves. They should not be told by a clerk over the phone that they have to fill out an online grievance report form. These grievances and reports should be accepted over the phone.

People who observe this kind of frightening treatment of others feel upset and need to be immediately heard and helped to calm down and try to regain some trust in the sheriff's department. It can be a courageous effort just to make a phone call. In most cases of unacceptable deputy behavior a written report form is never going to be submitted, which means fewer reports are made than incidents that warrant a report.

It is the responsibility of the department to constantly internally assess the behaviors of the deputies in part based on public reporting, including phone calls, of inappropriate behavior. The sheriff should not just move bullying deputies to another part of the county or the state. Deputies acting inappropriately should be taken out of the field immediately so as not to cause further harm and receive counselling.