Commission on Peace Officer Standards and Training
Peace Officer Standards Accountability Division
860 Stillwater Road, Suite 100
West Sacramento, CA 95605
www.post.ca.gov

STATEMENT OF FINDINGS

POST makes the following information available to the public pursuant to Penal Code §13510.85(c), which establishes that POST shall publish the names of any peace officer whose certification has been suspended or revoked and the basis for the suspension or revocation.

CASE NO.: POST2403764

SUBJECT OFFICER: Michael Vittorio Celis **POST ID:** A54-K74

EMPLOYING AGENCY: San Francisco Police Department

ALLEGED MISCONDUCT: CPC 13510.8(b)(5) / 11 CCR 1205(a)(5) – Demonstrating Bias

CASE SUMMARY:

On May 6, 2024, the San Francisco Police Department (SFPD) submitted a report of potential serious misconduct to POST against former Officer Michael V. Celis, (hereafter referred to as "Respondent"), alleging that Respondent engaged in sending racist and homophobic text messages to another former member of the SFPD. Following POST's investigation and review, POST found, by clear and convincing evidence, that reasonable grounds existed for consideration of revocation Respondent's POST certification of pursuant to Penal Code section 13510.8. The following is a summary of POST's investigative findings:

Between April 17, 2012, and November 14, 2012, Respondent sent multiple text messages, both on and off duty, to a former SFPD Sergeant that were explicitly racist and homophobic. Respondent's text messages contained bigoted slurs, threatening and violent statements, and an ideological alignment with hate-based groups. On March 31, 2015, the SFPD sustained the allegation against the Respondent for violating established SFPD policies. Following the sustained allegations, and in accordance with the City of San Francisco's misconduct investigation procedure, the matter was sent to the San Francisco Department of Police Accountability (DPA) to conduct its own independent investigation into the alleged misconduct. Prior to the completion of the DPA investigation, Respondent retired from service on October 25, 2018. On November 29, 2021, the DPA sustained allegations for Improper Conduct against the Respondent. The matter was returned to the SFPD, where the Chief of Police concurred with the findings of the DPA on January 18, 2022.

ANALYSIS/FINDINGS:

1. **The alleged misconduct violated Penal Code Section 13510.8 (b)(5) and Title 11, California Code of Regulations Section 1205 (a)(5) – Demonstrating Bias**

Commission Regulation section 1205(a)(5) and Commission Regulation 1205 (a)(5) defines as serious misconduct "Demonstrating bias on the basis of actual or perceived race, national origin, religion, gender identity or expression, housing status, sexual orientation, mental or physical disability, or other protected status in violation of law or department policy or inconsistent with a peace officer's obligation to carry out their duties in a fair and unbiased manner."

(A) An officer is "demonstrating" bias for purposes of this Regulation when the officer either shows or displays, by words, actions or other conduct, prejudice, intolerance, contempt, or hatred towards one or more persons due to that person's membership within a class of persons identified in Penal Code section 13510.8(b)(5), when such words, actions or other conduct would lead a reasonable person to conclude that the officer has not fairly and impartially performed, or will not fairly and impartially perform, their law enforcement duties."

Based on the clear and convincing evidence that Respondent sent multiple unequivocally racist and homophobic text messages, a reasonable person would conclude that Respondent has not or will not perform his law enforcement duties fairly and impartially. As a result, the Division finds that Respondent engaged in serious misconduct; to wit, demonstrating bias in violation of Penal Code section 13510.8(b)(5) and Commission Regulation section 1205(a)(5).

OUTCOME/IMPOSITION OF DISCIPLINARY ACTION AGAINST PEACE OFFICER CERTIFICATION:

The Peace Officer Standards Accountability Division determined that reasonable grounds existed to seek revocation of the Respondent's certification in this case. A notice of intent to revoke was served on July 31, 2025. Respondent did not file a request for review within the 30-day response period pursuant to Penal Code section 13510.85 (a)(2), thus resulting in default revocation of Respondent's certification with no further proceedings. On September 12, 2025, the default order was issued and served on Respondent. Respondent Michael Celis' (POST2403764), (POST ID: A54-K74) peace officer certification was revoked on September 12, 2025.