Boulder Police Department Policy and Procedure

	Subject: Peer Support Team		**General Order:** 106
	Effective: March 25, 2026 **Reviewed:** March 6, 2026	**Replaces:** GO 106 October 16, 2024	**Approved by:** Chief Stephen Redfearn
General Order Topic(s): **106-1** Peer Support Team Structure **106-2** Organization and Administration of PST **106-3** Selection/Removal of Peer Support Team Members **106-4** Court Testimony Related to PST Services **106-5** Confidentiality **106-6** Non-Confidential Communication **106-7** Ethical Issues **106-8** Accessing the PST **106-9** PST Meetings **106-10** Compensation	**Accreditation Standard(s):** LE 35.1.9 **Statutory References:** C.R.S 13-90-107(1)(m) C.R.S. 18-6-401 C.R.S. 19-3-102 C.R.S. 18-6.5-103 C.R.S. 27-81-111 C.R.S. 27-65-102 C.R.S. 12-30-125 B.R.C **Related General Orders:**		

POLICY

The department recognizes that employees deal with stressful situations. These stressors can negatively impact the employee's emotional well-being. Prevention and intervention services may help employees maintain their emotional well-being so they can successfully perform their job duties. Such services need to be easily accessible. One method is through a department-sponsored Peer Support Team (PST).

PROCEDURES

106-1 Peer Support Team (PST) Structure

The Peer Support Team consists of department employees, sworn and civilian, and a Clinical Consultant who is selected by the Chief of Police. The PST is made up of the Clinical Consultant, the Team Coordinator, the Assistant Team Coordinator (if any), and PST members:

A. Clinical Consultant: The Clinical Consultant is a culturally competent licensed clinician who supports the clinical portion of the Peer Support Team. The Clinical Consultant will assist in the selection, training, and retention of PST Advisors and provide consultation regarding peer and other program matters as needed.

B. Team Coordinator: The PST Coordinator is a first-line supervisor whose primary role is administration, supervision, oversight, and records keeping of the team. The Team Coordinator is responsible for scheduling team meetings, acting as the liaison for the team with the department's command staff and Clinical Consultant, and ensuring team members receive appropriate training and comply with applicable policies, guidelines, and statutes to provide PST Services. The Chief of Police selects the PST Coordinator.

C. Assistant Team Coordinators: The Assistant Team Coordinators perform the Team Coordinator's role and duties in his or her absence and other administrative tasks as delegated by the Team Coordinator. The PST Coordinator selects Assistant PST Coordinators.

D. Peer Support Advisor (PSA): An employee who has been selected and trained to provide support to other department members. At a minimum, a PSA must successfully complete an approved minimum 30-hour Basic Peer Support training class prior to providing PST duties.

E. Peer: A department member who utilizes the services of the PST.

106-2 Organization and Administration of the PST

The PST operates under the general direction of the Clinical Consultant, department policy, and applicable statutes. The day-to-day administration and supervision of the team is the responsibility of the Team Coordinator.

In the event of the absence of both the PST Coordinator and an Assistant Team Coordinator, an acting coordinator can be designated by the Chief of Police.

106-3 Selection/Removal of Peer Support Team Members

The selection process for any of the above positions may involve a letter of interest, an interview, a review of the applicant's work history, and relevant training classes.

The PST Coordinator submits a list of qualified applicants to the chief or his/her designee for final approval and appointment to the PST. Selection or removal from the PST is not a matter of contractual grievance.

106-4 Court Testimony Related to PST Services

A. In accordance with CRS 13-90-107 (1)(m), a member of the PST or a department member to whom PST services have been provided, must not be required to testify without the expressed consent of the department member to whom PST have been provided as to any communication made by the department member to the PST.
B. Department members who receive group PST services shall not be required to testify as to any knowledge gained from other recipients of group PST services, without the expressed consent of the department member to whom the knowledge relates.
C. The prohibitions on testifying without consent do not apply when:

1. The peer support team member was a witness or a party to an incident which prompted the delivery of peer support services;
2. Information received by a peer support team member is indicative of actual or suspected child abuse, as described in C.R.S. 18-6-401; actual or suspected child neglect, as described in C.R.S. 19-3-102; or actual or suspected crimes against at-risk persons as described in C.R.S. 18-6.5-103;
3. Due to intoxication by alcohol, being under the influence of drugs, or incapacitation by substances described in C.R.S. 27-81-111, the person receiving peer support services is a clear and immediate danger to the person's self or others;
4. There is a reasonable cause to believe that the person receiving peer support services has a mental health disorder and, due to the mental health disorder, is an imminent threat to themself or others or is gravely disabled as defined in C.R.S. 27-65-102;
5. There is information indicative of any criminal conduct.

106-5 Confidentiality

The PST follows legal and medical guidelines of confidentiality in dealing with department members. Issues discussed during peer support sessions are confidential within the parameters specified by law CRS 12-30-125 and 13-90-107(1)(m), department policy, and professional mental health supervision. A department member who receives peer support services who participates in group peer support services shall not disclose information that was communicated by other recipients of group peer support services without the consent of the individual to whom the information relates. Subject to the limitations of the law, information received in confidence is not revealed without the express consent of the person involved which constitutes a Release of Information. In cases where express written consent is granted, only the information authorized to be released will be provided and only to those specifically authorized to receive it.

A. Express consent is not recognized until the employee signs a Release of Information form. (See attachment: Release of Information.)
    1. The original signed waiver form is given to the Clinical Consultant as soon as practical. A copy of the signed waiver will be retained with a PST Coordinator, in a PST Release of Information folder. A copy of it is also given to the employee.
    2. The identity of an employee receiving PST services is known only to the PST member providing the service unless the employee waives confidentiality, or the circumstances fall under one of the exceptions described in 106-5.
    3. All conversations, written or electronic, or any other information exchange between the PST member and the employee are confidential and known only by the PST member unless the employee waives confidentiality, or the circumstances fall under one of the exceptions described under 106-5.
    4. Boulder Police Department supervisors and members of Command Staff are prohibited from directing a PST member to identify an employee who is receiving or has received, PST services or specific information related to the delivery of PST services to any employee, past or present.

106-6 Non-Confidential Communication

Information received by or provided to a PST member is not confidential when:

A. A law enforcement peer support team member was a witness or a party to an incident that prompted the delivery of peer support services;

B. Information received by PST members is indicative of actual or suspected child abuse, as described in section 19-3-102, C.R.S.;

C. The person receiving peer support is a clear and immediate danger to themselves or others due to alcohol or other substance intoxication or abuse as described in sections 27-81-111 and 27- 65-105, C.R.S.;

D. There is reasonable cause to believe that the person receiving peer support has a mental illness and is an imminent threat to themselves or others or is gravely disabled as defined in section 27-10-102. C.R.S.; or

E. There is information indicative of any criminal conduct (C.R.S. 13-90-107(m).

F. A recipient of peer support services admits to committing a crime or provides information pertaining to the individual's self or others that is indicative of criminal conduct, including a committed crime, or a plan or intention to conceal a crime.

G. In relation to a recipient of peer support services, one or more of the criteria described in 13-90-107(m)(V) are met.

H. A recipient of peer support services makes an articulable and significant threat against, or exhibits behaviors that in the reasonable judgement of a peer support team member create an articulable and significant threat against, the health and safety of another individual, including unidentified individuals belonging to an identifiable group, such as a group of school students, teachers, administrators, or other school personnel; or

I. A recipient of peer support services makes an articulable and significant threat involving, or exhibits behaviors that in the reasonable judgement of a peer support team member create an articulable and significant threat involving, the damage or destruction of private or public property, including a school, building, structure, or natural area.

J. A peer support team member who discloses information under subsection (1)(c) of C.R.S. 12-30-125, shall limit the disclosure to the appropriate individual, school or school district personnel, and law enforcement agencies.

K. PST members are subject to all other disclosures mandated by law.

L. Peace Officer members of the PST are required to take action, including arrest, while providing PST service, if they receive information that an incidence of domestic violence has occurred and where there is probable cause to believe that a crime has been committed (C.R.S. 18-6- 803.6).

Violation of this confidentiality policy may result in the initiation of disciplinary action in accordance with the Boulder Police Department's Professional Standards `policy and/or removal from the team.

106-7 Ethical Issues

PST members are expected to be role models in their personal and professional lives. They will not exercise power over peers or derive personal gain from helping them.

PSAs will not accept any gift or remuneration from a peer, engage in activities to meet their personal needs at the expense of the peer, or ask for favors or help from peers.

PSAs may not enter a "dual relationship" with peers including situations where the peer is an immediate subordinate or supervisor, subject officer, or panel member of a Disciplinary Review Board or other process involving the PSA.

PSAs shall avoid situations diminishing their ability to remain objective.

Should any of these situations arise, the PSA shall contact the Team Coordinator and/or supervisory officer to be removed from that situation.

PSAs will advise peers at the beginning of any contact of situations when confidentiality will be breached.

106-8 Accessing the PST

A. PST members agree to be available, (with no compensation), 24 hours a day seven days a week. Team members respond to incidents where assistance may be needed under guidelines established by the Team Coordinator and Clinical Consultant.
    1. PST members contact the Team Coordinator prior to responding to a callout. If this is not possible, responding PST members notify the Team Coordinator as soon as practical.

B. PST members may respond to any traumatic incident, a significant event, or as requested by a supervisor or employee.
    1. PST members may recommend resources available through the Boulder Police Department's Victim Advocates, the Employee Assistance Program, and other recommended programs. Collaboration with these entities requires a Release of Information.
    2. If an employee involved in a traumatic incident requests a particular PST member, their supervisor makes every effort to release the PST member from assignment so that he or she is available to provide support to the requesting employee.
    3. The supervisor of a PST member who is assigned to a support role that is ongoing or anticipates a significant time commitment by the PST member ensures that the member's normal workload is sufficiently reduced to accommodate the PST assignment.
    4. PST support is available to an employee who is the subject of an internal affairs investigation or a supervisory inquiry. However, the PST member should ensure the affected employee does not reveal specifics of the investigation.

Information communicated in PST interactions is not subject to disclosure in an administrative investigation.

106-9 PST Meetings

The Peer Support Team meets at least monthly. The team coordinator is responsible for addressing excessive absences individually with the specific PST member.

106-10 Compensation

Peer Support Team Members are not eligible for on-call compensation based on their PST member status. Peer Support Members who are called out to function in the PST capacity during their off-duty hours are compensated as specified in their Collective Bargaining Agreement, if any, for the time they are acting as PST members.

BOULDER POLICE DEPARTMENT

Peer Support Team Member Authorization for the Release of Information

Name (please print)

Agency

I knowingly waive my privilege of confidentiality as specified in department policy and C.R.S. 13-90-107, Who may not testify without consent.

I hereby authorize the following Peer Support Team members(s)

to release information exchanged in our peer support interaction(s) to

Type and limit of information to be released

This release of information may be revoked at any time. This Authorization for the Release of Information shall expire one year from today's date unless revoked earlier.

Signature of the person authorizing the release of information

Date

Witness (if present)