

Chapter

Employment Policies

Article**Psychological Services and Peer Support****PURPOSE**

This policy provides guidance for members of the Peer Support Team, as well as Department members and/or their families regarding their access to peer support and psychological services for any personal or professional difficulty and/or crisis.

POLICY

The Department will provide confidential peer support and psychological services to support the mental and emotional health needs of Department personnel and/or their families that may arise. This policy shall be reviewed on a biennial basis to reflect current best practices and available resources.

<CALEA 22.1.4> <CALEA 22.1.7 (a)> <CRS 16-2.5-403>

DEFINITIONS

Critical Incident as used in this policy is an incident wherein a person was exposed to events which are outside the normal range of experience or create an adverse effect on the person.

Clinical Critical Incident Debriefing is a group meeting facilitated by the Coordinator.

PST Critical Incident Debriefing is a group meeting approved by the Coordinator and facilitated by the PST. The group may include PST members, the officer involved in a critical incident and the officer's family members and other personnel involved in the incident to provide an opportunity for all involved in a critical incident to discuss their feelings about and perspective regarding the critical incident.

Public Safety Human Services Coordinator (Coordinator) means any licensed mental health professional on contract with, or employed by the City to provide psychological services to Department personnel and their families and is the clinical supervisor for the Department's Peer Support Team.

Peer Support means support and debriefing for employees and their families experiencing personal and work-related stress and also provides support during and following critical or traumatic incidents resulting from performance of duty.

Peer Support Team (PST) is a group of personnel and volunteers specially trained in peer support skills and designated by the Chief to be assigned to the Team. <CRS 13-90-107(m)(II)(A.5)>

Psychologist and Training Recruit/Officer Liaison (PATROL) is a program designed to support recruit officers in training.

Coordinator Confidentiality is as prescribed in professional ethics, state statute, and other applicable law. <CRS 13-90-107 (1)(g)> <CRS 12-245-220>



POLICY 3.11	Chapter	Employment Policies
	Article	Psychological Services and Peer Support

Trauma Intervention Program (TIP) – is a program comprised of services which are implemented in a situation-specific appropriate sequence and includes elements of the *Critical Incident Management and Return to Duty Protocol*.

GENERAL GUIDELINES

Any employee may request psychological or peer support services by contacting the Coordinator or any peer support team member. <CALEA 22.1.7 (b)>

A supervisor within an employee's chain of command may order an employee to the Coordinator for determination of appropriate support services. <CALEA 22.1.7 (e)>

Psychological Services – Overview

The Department offers a variety of psychological services to department members and their families including:

- Facilitated group support and debriefings
- Direct individual, couples, and family counseling
- Training in psychologically pertinent programs including pre-incident preparation and education about common post-traumatic reactions commonly associated with critical incidents
- PATROL and other new-hire support programs
- Trauma Intervention Program
- Clinical supervision and on-going training for PST members

Psychological Services – Critical Incident <CALEA 22.1.7 (d)>

The Coordinator will determine the appropriate support services to provide, including the type, extent, and duration of such services during and following a critical incident. The Coordinator will determine the appropriate support services to provide, including the type, extent, and duration of such services during and following a critical incident. Support services will be extended to any City Volunteer involved or witness to a critical incident while working in their capacity as a volunteer. Youth Cadets under the age of 18 may receive support services in critical incidents, but only after approval from the Coordinator and after receiving verbal permission from the Cadet's parent or guardian.

Post-Employment Services

Peer Support and psychological services with employees who retire from the department in good standing may continue up to one (1) year beyond the retiree's date of separation. Peer Support interactions with employees who resign in lieu of termination or are terminated from the department will cease upon separation and any further support must be coordinated through the Coordinator. Psychological services with employees who are terminated from the department, or who resign in lieu of termination, will be limited to three sessions post-termination.

Peer Support Team <CALEA 22.1.4>

The Department will maintain a Peer Support Team (PST) to provide peer support for all Department members and immediate family members. The PST functions as specified in the PST Operational Guidelines. The PST will operate under the clinical supervision of the Coordinator. PST members shall receive ongoing, in-service training consistent with the PST mission. If a PST member has a known or



POLICY 3.11	Chapter	Employment Policies
	Article	Psychological Services and Peer Support

potential conflict of interest with a particular incident or person, the member must report it to the Coordinator as soon as the member realizes the conflict.

Appointment to the PST

PST members are selected in accordance with existing policy for collateral assignments and appointed by the Chief of Police.

Removal from the PST

The Chief of Police may remove any Team member from the Peer Support Team. The Team Leader in consultation with the Coordinator may request that the Chief remove from the Peer Support Team any member who has been determined to have acted in violation of law, departmental policy, or the PST Operational Guidelines. Such a request may also be presented in any other circumstances wherein a team member has been determined to have acted in a manner which undermines the credibility or fundamental ethical principles of the Peer Support Team.

Peer Support Confidentiality <CALEA 22.1.7 (c)>

Information presented or received during a PST individual or group support intervention or critical incident debriefing which are in compliance with C.R.S. 13-90-107 (1) (m), other Colorado Revised Statutes, and the PST Operational Guidelines are not subject to disclosure in state court proceedings or any administrative investigation, except as required by law.

PST Facilitated Debriefing

Any employee may request that a PST-facilitated debriefing be convened following a critical incident. The appropriateness of such a debriefing will be determined by the Coordinator. If a PST-facilitated debriefing is determined to be unwarranted, other PST support interventions may be implemented. Participation in such debriefings is voluntary.

On-scene Critical Incident Response <C.R.S. 16-2.5-301> <C.R.S. 16-2.5-403>

Officers involved in critical incident will have access to immediate mental health support. The Coordinator and/or PST will respond to Critical Incidents when notified by department personnel. Personnel involved in a critical incident may request a specific PST member to respond for peer support. If the requested PST member is on-duty, supervisors should make a reasonable effort to make the PST member available to respond. PST members called out to function in their role as PST members will provide peer support for involved officers and will not be utilized in the incident investigation. PST members will respond to the location where the involved officer is sequestered to ensure the involved officer's physical and psychological safety as the Critical Incident Response Protocol commences.

Post-Incident Services <Office of the District Attorney – 8th Judicial District - Critical Incident Protocol> <C.R.S 16-2.5-403>

Post-incident services will be afforded to the involved officer, the officer's family, and significant others. These services include:

- Confidential post-incident and on-going intervention with the Coordinator or a qualified mental health professional
- Peer Support, upon the direction and guidance of the Coordinator
- Support during incident-related recordings and reports



POLICY 3.11	Chapter	Employment Policies
	Article	Psychological Services and Peer Support

- Temporary or administrative leave to manage the impact of the incident on the officer, his or her family, and significant others
- Guidelines and procedures for an officer's return to duty shall be followed, which can include ongoing support, a consideration for returning to the scene of the incident, firing his or her weapon at the shooting range, and participation in a re-entry program with a partner officer.

