

Traumatic Incident Counseling

Index Code: 406

Effective Date: 10/01/02 (Revised 1/4/2022)

I. Purpose

The purpose of this directive is to provide counseling for any member of the Office of the Sheriff who has been involved in a traumatic incident as defined below.

II. Policy

The health and welfare of sworn and civilian employees are of the utmost importance to the Office of the Sheriff. Therefore, it is the policy of the Office of the Sheriff to provide psychological counseling for employees involved in traumatic incidents. Traumatic incident counseling may also be extended to the immediate family of the involved employee.

III. Definition

A traumatic incident is defined as a situation, event, or circumstance, where a person is seriously injured or fatally wounded by a law enforcement officer, or where a law enforcement officer is seriously or fatally wounded in a shooting, or as the result of other aggressive action against the officer resulting in serious bodily harm.

A traumatic incident involving an employee is further defined as a situation, event, or circumstance, where the employee observes or participates in an incident which has, or may have, a negative impact or detrimental effect on the employee's psychological, emotional, or physical well-being.

IV. Implementation

A. The agency contracted psychologist, Critical Incident Stress Management (CISM) team or agency chaplain may be contacted to provide traumatic incident counseling. Initial contact with the psychologist will be arranged through the agency Human Resources Manager, Administrative Services Commander or Chief Deputy whether for an emergency, on scene incident response or post incident assistance. Any employee may contact an agency Chaplain at any time. Any supervisor may request (through their Commander with notification up the chain of

command to the Sheriff) that the CISM team respond directly to a traumatic incident. Post incident assistance from the CISM team for employees involved in traumatic incidents may be requested by any supervisor.

B. Any employee may also request for the provision of Peer-to-Peer counseling.

C. It is the responsibility of the agency Human Resources Manager, Administrative Commander or Chief Deputy to set an appointment for the employee with a County contracted psychologist if requested or deemed necessary by a supervisor or an involved employee. All requests for traumatic incident assistance and their resolution will be documented in the involved employee's confidential medical file.

D. Employee counseling by the agency contracted psychologist may be mandatory under circumstances such as loss of life or traumatic injury. There will be no cost to the employee for any mandatory counseling.

E. The involved employee is guaranteed the highest level of confidentiality, consistent with professional and ethical standards.

F. The psychologist will provide a prompt verbal report, to the agency Human Resources Manager, Administrative Services Commander or Chief Deputy followed by a written report, to the Sheriff or Chief Deputy specifying the employee's ability to return to regular duty.

V. CALEA References: 1.3.8, 22.2.4.

VI. Proponent Unit: Administrative Services Division

VII. Cancellation of directive dated 2/20/2017

Sheriff Gary Hofmann