

Critical Incidents, Post Procedure

1022.1 PURPOSE AND SCOPE

To establish guidelines to assist on-duty members in coping with stress responses inherent in critical incidents.

1022.2 PROCEDURES

1. When a Sheriff's Office member's actions while on duty result in death or critical injury to another person:

- The Administrative Division Commander will contact the Staff Psychologist or Psychological Services provider and request them to respond to the involved member's location.
 - The Staff Psychologist or Psychological Services provider will contact the involved member(s) for counseling and assessment regarding the psychological impact of the incident. This will occur after any Criminal/PSU investigators have completed an initial interview and walk-through with the involved member(s).
- The Sheriff, Undersheriff, or any Division Commander shall have the authority to place the involved member(s) on **mandatory administrative leave**. The involved member(s) shall be referred for a mandatory Stress Management Consultation to the Psychological Services provider as selected by the Sheriff's Office.
- The Staff Psychologist or Psychological Services provider may recommend any additional administrative leave deemed necessary for each involved member.
- The Undersheriff will determine the appropriateness and duration of extended mandatory administrative leave, based upon the findings of the preliminary investigation and recommendation of the Staff Psychologist or Psychological Services provider.
- The member(s), upon being placed on administrative leave, shall maintain contact with the Administrative Division Commander, as directed, and may participate in follow-up contacts with the psychologist.

Mandatory administrative leave and Stress Management Consultation are intended for the benefit of the member(s) and shall be no indication of fault or responsibility, nor shall it be related to the criminal investigation of the incident. All contact between the employee and psychologist or Psychological Services provider WILL be confidential.

2. When an on-duty member's life has been in critical danger or the member has witnessed an unusually traumatic event:

- The member's supervisor shall meet with the member immediately following the incident and assess the need for counseling and/or other appropriate action. The supervisor will take one of the following actions:

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- Refer the employee to the appropriate Psychological Services provider for further counseling.
- Recommend to the Division Commander that the member be placed on Administrative Leave pending counseling.

3. Sheriff's Office supervisors have the authority and responsibility to notify the Staff Psychologist or Psychological Services provider, ***via the chain-of-command***, regarding any member who exhibits apparent stress-related symptoms that adversely affect job performance.

4. Many incidents that occur may be deemed significant enough to be used as a training resource.

NOTE: None of the above restricts the member from contacting their own counselor or from utilizing other county or Sheriff's Office services such as the Chaplain Corps or the Employee Assistance Program.