

Traumatic Incident Counseling

Index Code: 406

Effective Date: 10/01/02 (Revised 2/20/2017)

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 County contracted psychologist will be contacted to provide traumatic incident counseling. The twenty-four hour telephone number to contact the County contracted psychologist can be obtained from the Duty Officer or the Department of Human Resources.

B. The Sheriff or his designee may also request for the provision of Peer-to-Peer counseling.

C. It is the responsibility of the division commander to set an appointment for the employee with a County contracted psychologist if requested or deemed necessary by a supervisor. The appointment will be set within seventy-two hours of the incident, unless the psychologist is unavailable, and be documented in the original incident report or a supplemental report.

D. The County contracted psychologist, and/or the Sheriff's Office Chaplain, may respond to a traumatic incident if an employee needs immediate counseling and one or both are available. An on-scene supervisor will make this determination. If the presence of either or both of these counselors is required at the scene the supervisor will notify the Duty Officer to contact them.

E. Consultation with the County contracted psychologist is mandatory if directed by a supervisor. There will be no cost to the employee for the mandatory counseling.

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

G. The psychologist will provide a prompt verbal report, followed by a written report, to the Sheriff or Chief Deputy and the Director of the Department of Human Resources, as to when the employee may return to regular duty.

V. CALEA References: 1.3.8, 22.2.4.

VI. Proponent Unit: Administrative Services Division

VII. Cancellation of directive dated 11/15/09

Sheriff Gary Hofmann