

2.421 CRISIS INTERVENTION

In an effort to maintain the emotional and psychological health of agency personnel who are exposed to traumatic events in the course of their duties, the agency will conduct appropriate crisis interventions for those personnel so affected.

- A. Appropriate crisis interventions shall occur for:
 1. police officers who have utilized deadly force and on-duty personnel affected by the event;
 2. agency personnel who have been affected by the death or serious injury of an agency employee;
 3. agency personnel who in the course of their duties had either direct or indirect contact with victims of serious dismemberment or death to include: natural death, homicide, suicide, or fatal injuries from accidents; and
 4. agency personnel affected by other traumatic events including, but not limited to: natural and manmade disasters, active shooters, and terrorist attacks.
- B. The commander of the Support Services Bureau is designated as the Crisis Intervention Coordinator for all agency crisis interventions, and will be responsible for coordinating and/or conducting critical incident stress defusing, debriefings, or crisis management briefings in accordance with the training and protocols of the International Critical Incident Stress Foundation (ICISF).
- C. The Crisis Intervention Coordinator shall obtain initial training in Critical Incident Stress Management through ICISF and remain current in ICISF protocols.
- D. The Crisis Intervention Coordinator, as appropriate, may request assistance from members of the Police Chaplain Corps, the Counseling Center psychologists, or other mental health professionals trained by ICISF to conduct crisis interventions.
- E. Agency personnel or volunteers trained by ICISF may assist as peer support persons in defusing and debriefings as requested by the agency Crisis Intervention Coordinator or his/her designee.
- F. Determination of whether a crisis intervention is mandatory will be decided by the Crisis Intervention Coordinator in consultation with the supervisor(s) of affected personnel.
- G. The on-duty supervisor shall notify the Crisis Intervention Coordinator as soon as practical, but no later than the end of the tour of duty, of any traumatic incidents occurring during the tour of duty so that a determination may be made regarding the appropriate response.
- H. Defusings are generally the preferred intervention as they are conducted within the same tour of duty and require less logistical support.
- I. For incidents in which a defusing is not possible or practical, the Crisis Intervention Coordinator will arrange for a debriefing of affected personnel to be conducted within one week following the incident.
- J. In order to foster an atmosphere of trust and transparency, crisis interventions are conducted with sensitivity. Anything that is shared or occurs in the context of a defusing or debriefing is confidential and is not to be communicated in any manner outside of the intervention.
- K. The Crisis Intervention Coordinator may opt for conducting a Crisis Management Briefing for large scale traumatic events that may affect large segments of the university community.
- L. Personnel requiring additional follow-up care, or supervisors of such personnel, should contact the Crisis Intervention Coordinator for referral to outside resources.