OAKLAND COUNTY SHERIFF'S OFFICE

Policies and Procedures

NUMBER	DATE
326	December 14, 2017

SUBJECT:	Peer Support Program (PSP)	DISTRIBUTION
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REFERENCE:

POLICY

It shall be the policy of the Oakland County Sheriff's Office to operate a **confidential peer to peer support program**, dedicated to assist Sheriff's Office personnel with Critical Incident Stress Management Services (CISM). The Peer Support Program (PSP) is designed to offer assistance in following areas: peer support during times of personal and/or professional stress, early intervention to help mitigate the impacts of stress, referral to program services, and education-based training.

DEFINITIONS

1.0 Critical Incident Stress – The acute or cumulative psychological stress or trauma that a Sheriff's Office employee may experience in providing services in response to a critical incident.

1.1 Emergency Service Provider – MCL 333.20981 defines an emergency service provider as an individual who provides emergency response services, including a law enforcement officer, corrections officer, firefighter, emergency medical services provider, dispatcher, emergency response communication employee, or rescue service provider.

1.2 Peer Support Program (PSP) Team Member – A Sheriff's Office member who is specially trained to provide peer to peer support and critical incident stress management services.

1.3 Critical Incident Stress Management (CISM) Team – The Sheriff's Office CISM Team Members will be an organized crisis response team made up of active members of the PSP.

PROCEDURE

2.0 Peer Support Program (PSP)

2.1 The PSP is an available resource for all Sheriff's Office personnel who need assistance to overcome obstacles in their professional or personal life. The ultimate goal for each employee participating in the PSP is to be a productive and healthy Sheriff's Office employee.

3.0 PSP Enrollment

3.1 Sheriff's Office personnel who wish to participate in the PSP may do so by contacting any member of the PSP directly. Notification does **not** have to be made through the chain of command.

a. A confidential email message may also be sent to OCSOPSP@oakgov.com by personnel requesting assistance stating their desire to be contacted by a member of PSP, or by anyone referring Sheriff's Office personnel in need of PSP services.

3.2 Anyone may refer a Sheriff's Office personnel to the PSP if there is concern for a particular person.

3.3 A confidential record of referrals shall be kept by the PSP Supervisor (for internal use only) to ensure services are provided.

4.0 Post Critical Incident Intervention

4.1 It is the goal of the Sheriff's Office to have PSP Team Members assist any Sheriff's Office personnel involved in a critical incident and who is in need of support. The PSP is available to Sheriff's Office personnel who need short-term or long-term assistance from PSP Team Members.

4.2 Supervisor Responsibilities Post Incident:

a. Any supervisor recognizing signs or symptoms of unusual behavior shall contact the PSP and advise of the situation via phone or email (situation dependent).

b. Critical incidents may include, but are not limited to the following:
    1. Deputy involved shooting
    2. Deputy injured or killed in the line of duty
    3. Deputy responding to an incident with the loss of life (child death, suicide, etc.)
    4. In-Custody Death
    5. Any police action resulting in a civilian sustaining serious bodily injury or death (vehicle pursuit or crash, result of use of force, etc.)
    6. Any event in the Deputy's **professional or personal** life which could cause distress

c. The notification must include the subject's name, contact information, incident number, and current status along with a brief summary that will allow the PSP to follow-up with any possibly affected employee, to offer available assistance.

4.3 PSP Team Members will contact the Sheriff's Office personnel as early as practically possible, making careful consideration not to interfere with any investigation or other professional services involved.

4.4 For incidents affecting multiple Sheriff's Office personnel, the PSP Team will be mobilized for group and individual critical incident stress debriefing.

5.0 **Confidentiality**

5.1 MCL 333.20982 states a communication made by Sheriff's Office personnel to a PSP Team Member while they receive CISM services is confidential and shall not be disclosed in a civil, criminal, or administrative proceeding. Any record kept by a PSP Team Member relating to the provision of CISM services to Sheriff's Office personnel by the CISM Team or a PSP Team Member is confidential and is not subject to subpoena, discovery, or introduction into evidence in a civil, criminal, or administrative proceeding.

a. A Communication or record described above is not confidential, if any of the following circumstances exist:

    1. The PSP Team Member reasonably needs to make an appropriate referral of Sheriff's Office personnel to or consult about the subject with another member of the PSP Team or an appropriate professional associated with the PSP Team.

2. The communication conveys information that the Sheriff's Office personnel is or appears to be an imminent threat to himself/herself, a PSP Team Member, or any other individual.

3. The communication conveys information relating to child or elder abuse.

4. The Sheriff's Office personnel or their legal representative expressly agrees that the subject's communication is not confidential.

b. If information arises that involve the above exceptions and/or there is reason to believe the Sheriff's Office personnel cannot safely perform their duties, the PSP Supervisor will immediately notify the Division Commander (who shall immediately notify the Sheriff, via chain of command) to determine appropriate required actions.

5.2 PSP Team Members shall treat all discussions, telephone calls, messages, and/or emails confidential. Any employee violating the confidentiality will be subject to disciplinary action.

5.3 No member of the Sheriff's Office is to seek any information from the PSP, or a PSP Team Member regarding his/her peer support role, or the facts surrounding a critical incident intervention or services provided.

5.4 PSP Team Members will not keep written formal or private records of support contacts. Only statistical information regarding contacts will be maintained and reported to the PSP Supervisor.

6.0 **Referral to Outside Services & Extended Leave**

6.1 The assigned PSP Team Member will liaison the Sheriff's Office employee with the Sheriff's Office Administration & Oakland County EAP in coordinating available resources for outside referral services and/or extended leave of absence from the agency (Workman's Compensation/Short-Term/Long-Term Disability).

6.2 Sheriff's Office personnel experiencing difficulties related to health issues and participating in the PSP are not excused from Sheriff's Office requirements to make proper notifications and documentation to the Sheriff's Office.

7.0 PSP Team Member Selection, Participation and Training

7.1 Sheriff's Office personnel interested in becoming a PSP Team Member, must submit their request to the Sheriff's Office on a Letter of Interest form.

7.2 PSP Team Members will be selected at the discretion of the Sheriff or designee.

7.3 PSP Team Members must successfully complete the peer support training, and all annual in-service training required.

7.4 An active list of the PSP Team Members will be posted in Sheriff's Office work locations.

7.5 PSP Team Members are available 24 hours a day.

a. PSP Team Members will be allowed to meet with members of the Sheriff's Office while during their regular shift, with their immediate supervisor's approval and when manpower allows.

b. If a PSP Team Member is needed after hours, the PSP Supervisor will call in a PSP Team Member as needed.

7.6 PSP Team Members may be removed from participation in the program for failure to comply with meeting or training requirements; or for conduct inconsistent with program policies or objectives.

8.0 Critical Incident Stress Management (CISM) Services

8.1 PSP Team Members will be a part of the Sheriff's CISM Team and will be an available resource for all Sheriff's Office personnel during or after critical incidents affecting multiple members of the organization.

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Sheriff

CWW/rmy/tss