


<b>FAIRFAX COUNTY POLICE DEPARTMENT</b>    <b>GENERAL ORDER</b>	<b>SUBJECT:</b> <b>Health and Wellness Division (HWD)</b>	<b>NUMBER:</b> <b>413</b>
	<b>EFFECTIVE DATE:</b> <b>XXXX XX, 2023</b>	<b>REVIEW:</b> <b>XXXX XX, 2025</b>
<b>RESPONSIBLE ENTITY: Health and Wellness Division (HWD)</b>		<input type="checkbox"/> New Directive <input checked="" type="checkbox"/> Replaces: GO 430.4 <input type="checkbox"/> Revised:
<b>ACCREDITATION STANDARDS</b>	<b>CALEA:</b> <b>XXXX</b>	
	<b>VLEPSC:</b> ADM 23.04	

I. PURPOSE

The purpose of this policy is to establish guidelines and procedures for all Department personnel on the role and usage of the Health and Wellness Division (HWD).

II. POLICY

It is the policy of the Fairfax County Police Department (FCPD) to provide information, education, and support to all department sworn and professional staff, retirees, and their family members. This includes providing an array of services and resources as well as to ensure proper after-care is offered and made available with the intent to promote overall employee psychological, emotional, and physical wellness.

III. DEFINITIONS

A. **Health and Wellness Division:** A comprehensive array of services, to include a Clinical Coordinator, Peer Support Team, Peer Support Canine Program, Department of Police Psychologists/Licensed Clinicians, Psychiatrist, Police Chaplains, WellFit Program, and other contracted services designed to help department sworn, professional staff, retirees, and their family members maintain overall professional and personal wellness.

B. **Clinical Coordinator:** A licensed clinician who is specifically trained to provide services to department sworn, professional staff, retirees, and their families, and serve as a liaison to our police psychologist/licensed clinicians and psychiatrist while working in collaboration with the peer support team, chaplains, and WellFit program. Additional support is provided to personnel by connecting them to Human Resources to assist with benefits such as, but not limited to FMLA, PFL, and Medical Restricted Duty.

- C. **Peer Support Team:** A team consisting of department personnel specifically trained to provide services and support to directly all involved employees, retirees, and their family members. They are also trained to respond to any potentially traumatic events or critical incidents. The peer support team also includes a peer support service canine to provide comfort and stress relief.
- D. **Police Psychologists/Licensed Clinicians:** Department-contracted psychologists/licensed clinicians are available at any time to provide assistance with behavioral health services to all department sworn and professional staff.
- E. **Police Psychiatrist:** Department-contracted psychiatrist are available at any time to provide assistance with medication management to all department sworn and professional staff.
- F. **Police-Affiliated Critical Incidents (PACI):** Any sudden, impactful, potentially traumatic event or critical incident in which an individual experiences serious injury or death during their contact with an officer and the officer's actions may be subject to a criminal investigation. This can include, but is not limited to, the deployment of deadly force, less-lethal force or use of a restraint technique, precision immobilization technique, vehicle pursuits, cruiser crashes, in-custody deaths, or any other intentional or unintentional action that results in serious injury or death of an individual.
- G. **Police Chaplain:** Clergy member who has received both general and spiritual training certifications and may be assigned to any district station, division, bureau, or remain at-large and provides Department employees with both emotional and spiritual support.
- H. **WellFit:** The mission of WellFit is to provide world class physical fitness coaching, recovery and rehabilitation services, and overall wellness enhancement to the public safety personnel of Fairfax County.

#### IV. GENERAL PROCEDURES

- A. **Authority:** HWD falls within the purview and command of the Administrative Support Bureau (ASB) Commander. Where the ASB Commander is unavailable, HWD shall be overseen by the HWD Director or their designee.
- B. **Responses:** The HWD Director, Clinical Coordinator, HWD Commander, Peer Support Team, Police Psychologists/Licensed Clinicians, and Police Chaplains, respond to the following:

1. Incidents resulting in the death or serious injury of any individual.
2. Incidents involving the line of duty death or serious injury of any employee.
3. PACIs or other incident as determined by the Duty Officer or Field Supervisor.
4. Any death, serious injury, or medical emergency occurring off-duty.
5. Other agency requests as approved by the Chief of Police or their designee.

- C. **Notifications and Response:** The ASB Commander, HWD Director, Clinical Coordinator and HWD Commander, should be notified when a PACI or critical incident occurs, directs resources, and notified all appropriate parties. The HWD Director and HWD Clinical Coordinator will also coordinate with Police Psychologists/Licensed Clinicians, and the HWD Commander will coordinate with the Peer Support Team, and Police Chaplains to ensure the appropriate HWD response is provided when and where needed.
- D. **First Report of Injury Documentation:** Officers involved in PACIs will have the “Employer First Report of Injury” documentation submitted on their behalf to support any possible future claims that may involve behavioral health. This form is completed by the first line supervisor, in coordination with the HWD Director, and HWD Clinical Coordinator and will be submitted to an adjuster retained by Risk Management. No action is required on the part of any affected officer or supervisor.
- E. **Critical Incident Exposure Report:** Officers exposed or witness to any impactful, potentially traumatic event, or critical incident will have a “Critical Incident Exposure Report submitted on their behalf by their supervisor. This form should be submitted in a sealed envelope marked “confidential” to Health and Wellness Division. The form can only be obtained and viewed by the employee, their supervisor, police psychologist/licensed clinicians, HWD Director, Clinical Coordinator, and HWD Commander. This is not a worker’s compensation claim form.

## V. POLICE PSYCHOLOGISTS/LICENCED CLINICIANS

- A. **Responsibilities:** Police Psychologists/Licensed Clinicians are available to assist any department sworn and professional staff in maintaining their overall mental health and wellness as it pertains to the work environment. Police Psychologists/Licensed Clinicians also respond at the direction of the HWD Director and HWD Clinical Coordinator to assist officers involved in any PACI or designated event where employees may potentially experience trauma. Police Psychologists/Licensed Clinicians may also be requested to provide training, seminars, and/or education to any department sworn and professional staff.

B. **Duties:** Police Psychologists/Licensed Clinicians provide advanced-level professional clinical work, direct clinical prevention, behavioral health, substance use treatment, or other relevant services for any department sworn and professional staff. All department sworn and professional staff may request the assistance of a Police Psychologists/Licensed Clinicians voluntarily, via telephone, electronic communication, or through their supervisor. The services provided may include crisis intervention, psychological assessment, evaluation, diagnosis, psychotherapeutic treatment, and coordination of appropriate services. During and following any PACI, Police Psychologists/Licensed Clinicians assess the psychological well-being of any potentially affected employee(s) and provide an initial assessment of their psychological/mental state, as well as assess their current ability to resume their duties. This information is shared with ASB Commander, HWD Director and Clinical Coordinator, and if applicable this information will be shared with the HWD Commander. Other information shared is when the information clearly meets the criteria of mandated reporting regarding safety to self or others. The Police Psychologists/Licensed Clinicians coordinate and provide post-PACI psychoeducational information and support regarding potentially traumatic events inflicted upon an employee(s) and provide follow-up care and coordination of services.

1. The Police Psychologists/Licensed Clinicians provide the following clinical services:
  - a. Care modalities, to include individual therapy.
  - b. Referrals to conjunctive or alternative care services where appropriate.
  - c. Development, implementation, and evaluation of psychological/emotional wellness and prevention programs (ex: seminars, stress management workshops, self-care strategies, re-entry programs for military veterans).
  - d. Providing appropriate comfort and/or grief counseling services to department sworn and professional staff and their family in the event of a serious injury or death involving any FCPD current or former employee.
  - e. Post-incident evaluation of employee morale, mindset, and psychological/emotional status.
  - f. Advice and assistance to the department in implementing appropriate interventions to help maintain employee's psychological and emotional well-being.

- g. Conduct mandatory wellness education visits for all sworn officers as mandated by department policy.
2. **Fit for Duty Assessments/Return to Duty Support:** Police Psychologists/Licensed Clinicians shall not become involved in “Fit for Duty” assessments. Contracted Psychologists/Licensed Clinicians from separate entities who specialized in these cases provide proper evaluation and testing whenever required by the Chief of Police, ASB Commander, or their designee.
3. **Confidentiality:** Confidentiality parameters are reviewed with any employee who seeks assistance or is required to have contact with a Police Psychologists/Licensed Clinicians. Department sworn and professional staff privacy rights as provided by all applicable laws and ethical guidelines will always be protected, however there are exceptions where confidential information may be provided to the ASB Commander, HWD Director, HWD Clinical Coordinator, and HWD Commander. This may include circumstances where there is a risk of serious injury or death to oneself or others, or suspicion of child or elderly abuse. Confidential information may also be released by giving oral consent, with the signed consent of the employee, or by court order.
4. **Commander Responsibilities:** Commanders who require further guidance on the roles and responsibilities of Police Psychologists/Licensed Clinicians should contact the HWD Director and HWD Clinical Coordinator as specific cases dictate. Commanders should also be cognizant that employees may be reluctant to seek professional help for a myriad of personal reasons, and thus give special consideration to the use of Police Psychologists/Licensed Clinicians during any administrative investigation where an employee is relieved of duty, involved in a crisis, or experiences unique stress or challenge to their personal and/or professional lives. Any employee who is relieved of duty is not required to meet with the contracted Police Psychologists/Licensed Clinicians, however, relieving authorities will inform the employee of these services at the time of relief.

## VI. PEER SUPPORT TEAM

- A. **Authority:** The Peer Support Team is a fully Critical Incident Stress Management (CISM) accredited entity. The HWD Peer Support Team consist of the HWD Director, HWD Commander and HWD Peer Support Team Members. The peer support team consist of a volunteer representative of department sworn and professional staff from various stations or sections within the department. To

remain in compliance with the peer support team accreditation, members interested are required to complete the membership application, if selected attend the peer support team school. The peer support team will be selected by the HWD Director, HWD Clinical Coordinator, HWD Commander, HWD Peer Support Team member, and a member of the Police psychologist/Licensed Clinicians. The HWD Commander directly reports to the HWD Director and promptly notifies of any potential traumatic event or critical incident involving a department sworn and professional staff and determines the appropriate level of response from the Peer Support Team. Peer Support Team members are trained in all areas pertinent to potentially traumatic events or critical incidents. All peer support team members/volunteers are required to attend quarterly meetings and successfully complete any designated relevant training sessions.

B. **Duties:** Peer Support Team members shall provide the following services:

1. Timely support services as needed whenever responding to a PACI scene, to include providing confidential support to any affected employee(s), contacting family members, arranging for transportation and food, etc.
2. Appropriate critical incident education services.
3. Act as a liaison with and provide assistance when needed to police chaplains.
4. Participate in debriefing sessions with any affected employee(s), the Major Crimes Bureau (MCB), and Internal Affairs Bureau (IAB) as appropriate.
5. Coordinate long-term services with the assistance of the HWD Director and HWD Commander.
6. Peer Support Canine provides assistance, affection, and comfort to department sworn and professional staff when needed. As well as provide support to community members who may have experienced a traumatic event.

F. **Commander Responsibilities:** Commanders and/or first-line supervisors who require the assistance of the Peer Support Team in conjunction with a potentially traumatic event, critical incident or other related services can request assistance either through the Department of Public Safety Communications (DPSC) or the Police Liaison Commander (PLC). The PLC should maintain an updated on-call roster of Peer Support Team members to ensure timely notifications.

1. **Confidentiality:** The HWD Peer Support Team is a fully accredited entity. Peer Support Team members maintain appropriate levels of confidentiality.

Unauthorized disclosures of information pertaining to specific incidents learned through Peer Support Team does not occur unless such disclosure is required in circumstances that include a risk of serious injury or death to oneself or others, or suspicion of child or elderly abuse. Confidential information can be released if an employee voluntarily agrees to sign a release information, oral consent, by court order, or at the direction of the Chief of Police.

2. Peer Support Team members involved in criminal or administrative incidents/investigations will not be assigned to provide Peer Support assistance until the incident/investigation has been resolved. Members are required to advise the HWD Director and HWD Commander when they are involved in a criminal or administrative investigation.
3. Peer Support Team members are not to be interviewed by Department investigative authorities concerning matters in which they directly obtained confidential information because of their Peer Support Team assignment member. Unless exigent circumstances exist, requests to interview Peer Support Team members should be directed to the Chief of Police.
4. Employees who receive Peer Support Team services are advised as to the limits of this confidentiality prior to engaging in any discussion with a Peer Support Team member.

## VII. POLICE CHAPLAINS

- A. **Authority:** The FCPD Chaplain Unit operates at the direction of the Chief of Police or their designee in conjunction with the HWD Director and HWD Commander for potentially traumatic events, critical incidents, and follow up for other duties. Police Chaplains are volunteers, wear department issued uniforms and carry a Police Chaplain badge but have no police powers. Police Chaplains are considered honorary members of Command Staff, and hold an honorary rank of Captain, with no collar insignia. The Police Chaplain Coordinator, appointed by the Police Chief, is a volunteer Police Chaplain who oversees the daily operations of the Police Chaplain Unit. The Police Chaplain Coordinator holds an honor rank of Major, with no collar insignia. The Police Chaplain Coordinator is assisted by the Police Chaplain Deputy Coordinator who helps with the daily operations of the Police Chaplain Unit. The Chief of Police or their designee, ASB Commander, HWD Director, and HWD Commander must approve all police chaplains prior to assignment.

- B. **Qualifications:** Police Chaplains shall be ordained, invested, or certified members of the clergy in good standing endorsed for chaplaincy by their recognized religious denomination with at least 3 years of full-time ministry experience or comparable.
1. Police Chaplains should be available to serve on a 24-hour on-call basis as determined and regulated by the HWD Director and possess a valid operator's license. Police Chaplains must answer phone calls and/or messages for emergency callouts even if they are not able to respond to a callout.
  2. Police Chaplains shall apply to the Police Chaplain Coordinator and then be approved by the HWD Director and HWD Commander before successfully undergoing a background check by PRD prior to assignment and must not have any criminal history nor any record of engaging in previous criminal conduct.
  3. Police Chaplains should have Clinical Pastoral Education (CPE) training or similar and have some law enforcement experience.
- C. **Duties:** Police Chaplains assist Department employees whenever requested by the HWD Director, HWD Commander, Chaplain Unit Coordinator, or any other commander or supervisor. Any Department employee may directly contact a Police Chaplain for assistance and support. Chaplains are available to provide support during any PACI, line of duty death or injury, off-duty death (as requested), motor vehicle accident, incidents that involve juveniles (ex: death, abuse, school violence), community disasters.
1. Police Chaplains are available to all department sworn and professional staff and/or their families during times of crisis. The Police Chaplain Unit is not intended to usurp, but instead augment, the role of the EAP. Any situation that exceeds the scope and capabilities of a Police Chaplain should be referred to the proper resource for additional assistance.
  2. Police Chaplains are available to respond to calls for service of County residents who are in potentially traumatic events, who request a Chaplain, to provide emotional or spiritual support, or assist an officer with a death notification. Those requests are relayed to the PLC or DPSC Supervisor who then calls out the District Chaplain or any available Chaplain.
  3. Police Chaplains are available to provide opening/closing prayers at official ceremonies, graduations, events.



4. Police Chaplains may assist with religious services (ex: weddings, funerals, baby naming's).
5. Police Chaplains may be requested to teach classes to Department personnel on topics such as: Emotional and Spiritual Survival; Death Notification; Clergy Role in a CDU Event; Moral Injury; Crisis Intervention; Spiritual Wellness, or other classes if requested.
6. Police Chaplains attend roll calls, participate in ride-alongs or assist officers working a shift to develop relationships and familiarity with employees. Police Chaplains assigned to a District Station/Unit/Division/ Bureau should periodically meet with their respective station/bureau commanders and attend, when possible, community events and programs to further relationships between the Police Department and the Community, as well as serve as a liaison between that District Station and Faith Community Leaders.

## VIII. WellFit

- A. **Authority:** The WellFit Performance Center (WellFit) is a partnership between the Fairfax County Police Department and the Fairfax County Fire & Rescue Department to invest in our public safety personnel. The mission of WellFit is to provide world class physical fitness coaching, recovery and rehabilitation services, and overall wellness enhancement to the public safety personnel of Fairfax County. WellFit is staffed by a cadre of strength & conditioning coaches, a registered dietitian, an athletic trainer, and physical therapists. The FCPD's involvement in WellFit is administered by the WellFit Supervisor and the FCPD Strength & Conditioning Coordinator.
- B. **Duties:** FCPD WellFit seeks to maximize the potential of Department personnel by promoting a culture of health and wellness, especially where physical performance intersects with officers' ability to prevent and fight crime in the communities of Fairfax County. In addition, this program strives to:
  1. Improve the overall wellness and physical performance of FCPD officers by facilitating access to educated assistance, functional exercise equipment, and continuing education regarding wellness, injury prevention, and exercise.
  2. Enhance the culture of safety in the community by improving officers' ability to make decisions in tense situations with targeted cardiovascular conditioning and practicing control of the physical response to sympathetic activation.

3. Improve safety and reduce the cost of time lost to on-the-job injuries by encouraging officers to use wellness time to perform functional exercise designed to enhance officers' job task related physical performance (muscular strength, muscular endurance, power, and cardiovascular endurance) through consistent education, equipment, and support from knowledgeable peers.
4. Officers will collaborate with WellFit while on medical restricted duty, and may be required to work with staff at WellFit Performance Center to augment any medical services that the treating provider concurs will help with an officer returning to full duty.
5. Harness technology and educational resources to reach officers across the department, regardless of work location or assigned shift.

General Order 413 becomes effective on the above date and rescinds all previous rules and regulations pertaining to the subjects.

ISSUED BY:

APPROVED BY:

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Chief of Police

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County Executive