


<b>POLICY 406</b>	<b>PSYCHOLOGICAL STRESS/POLICE SHOOTING</b>	
	REVISSED: 1/93, 6/00, 05/03,04/07, 10/09, <b>01/14</b>	RELATED POLICIES:
	CFA STANDARDS: <b>4.12</b>	REVIEWED: 06/03, 04/07, 10/09, <b>12/13</b>

**A. POLICY**

Fort Lauderdale Police Department employees, whose actions results in death or serious bodily injury or who respond to or are involved with significant traumatic scenes or incidents frequently undergo serious stress reactions. These reactions can be detrimental to physical and emotional well-being. In many cases, the stress reactions may not become evident until hours, or even days, after the episode.

**B. PROCEDURE**

1. The following procedures will apply in all cases that result or may result in death or serious bodily injury by the actions of a Department member.
2. Duties of the employee's on-duty, line level supervisor:
  - a. Evaluate the emotional condition of the employee.
  - b. If it is determined that immediate counseling is necessary, the supervisor shall arrange for an emergency consultation with the EAP psychologist or their associate. If the psychologist or their associate is not available, the supervisor may arrange for a meeting with a Department Chaplain until such time as the EAP psychologist is available.
  - c. Police Officer(s) involved are to be removed from the scene as soon as possible at the direction of the Homicide Squad Supervisor.

**C. DUTIES OF THE OFFICE OF THE CHIEF**

1. The officer involved may be assigned to administrative leave or duty at the discretion of the Chief of Police.
2. The following will be considered:
  - a. The line level supervisor's observations;
  - b. The initial psychological counseling report by either our psychologist, or the Department Chaplain;
  - c. The Bureau Assistant Chief's recommendations;
  - d. Any follow-up counseling or treatment received by the employee.

3. All reports concerning the psychological well-being of an employee involved in a traumatic experience will be marked "**CONFIDENTIAL**," and will be filed and stored under existing policies in the Office of Internal Affairs.

**D. DUTIES OF THE ADMINISTRATIVE SUPPORT FACILITIES CAPTAIN**

1. Respond to the station
2. Supply the officer if necessary with replacement of all equipment and uniform
3. Arrange for a loaner weapon
4. Arrange the officer's appointment with the psychologist
5. Liaison with the City Psychologist
6. Ensure that the Injury Form is filled out
7. If placed on Administrative leave ensure that the officer is transferred to the Administrative Support Division.
8. Ensure that the family is notified and coordinate transportation home

**E. COUNSELING**

1. In order to minimize the possibilities of problems related to this type of stress every employee whose actions result in death or serious bodily injury shall receive professional psychological counseling. Additionally, any employee, sworn or civilian, who responds to or is involved with such scenes or incidents may request or shall be offered the opportunity for counseling or critical incident stress debriefing. This counseling is intended to offer professional assistance to those in need. It is also intended to familiarize involved officers or other employees with the Employee Assistance Program (EAP), should the employee suffer delayed stress reactions after the use of force or exposure to a traumatic incident. Examples of a significant or traumatic incident include, but are not limited to, the death of a child, multiple casualty scenes or the death or serious injury of a coworker.
2. Employees who respond to or are involved with significant traumatic scenes or incidents shall be provided the opportunity to speak to a counselor at no cost to the employee. This counseling may be voluntary or, if it is determined by a supervisor that immediate counseling is necessary, the supervisor will arrange for a meeting with the EAP psychologist, their associate or member of a recognized critical incident stress debriefing team.
3. In the event of an officer involved shooting, or once an employee receives the services of a psychologist, the employee must obtain written authorization that he/she is cleared to return to full duty by the attending psychologist. The employee will remain on Administrative Leave until such authorization is provided and the Chief of Police authorizes the return to duty.