

519.00 DEATH-SERIOUS INJURY POST INCIDENT

- Definitions:
 - A traumatic incident is any situation in which an agency member confronts a trauma-laden event. Such incidents may include shootings; fights; automobile, rail, or other accidents of a brutal nature; or instances of personal injury.
 - Post-traumatic stress disorder: an anxiety disorder that can result from exposure to short-term severe stress or the long-term build-up of repetitive and prolonged milder stress.
 - Death or serious injury incident: A line-of-duty incident where death or serious bodily injury is suffered by an employee or any other person.
- Procedures:
 - Handling employees at the scene of a death or serious injury incident:
 - A supervisor shall be dispatched to the scene of the incident, and shall assume primary responsibility in caring for the involved personnel.
 - The supervisor shall make appropriate arrangements for all necessary medical treatment.
 - The supervisor will be responsible for determining if the provisions of the City of Greeley Drug and Alcohol Policy should be invoked.
 - The supervisor should arrange for the employee directly involved in the incident to leave the scene as soon as the employee's presence is no longer required at the scene. The employee will be removed to the police department.
 - The supervisor shall determine whether the circumstances of the incident require that the officer's duty weapon be taken for laboratory analysis. When the duty weapon is taken, the supervisor shall:
 - Take custody of the officer's weapon in a discreet manner. The officer will not be required to surrender his weapon at the scene, but instead at the station, if possible. A fellow officer will stay with the

involved officer to establish the weapon has not been tampered with since the shooting.

- When the weapon is removed, replace it with another weapon, or advise the officer it will be returned or replaced at a later time, as appropriate.
- Post-incident Procedures:
 - Any employee whose actions or use of force in an incident which results in serious injury or death to another shall be removed from a line of duty assignment and may be placed on administrative leave pending an administrative review of the incident. This leave shall be without loss of pay or benefits, pending the results of the investigation. The assignment of leave shall not imply or indicate the officer has acted improperly, or is being punished. While on leave, the officer shall remain available at all times for official departmental interviews and statements regarding the incident, and shall be subject to recall to duty at any time.
 - All officers directly involved in the incident shall be required to contact an agency-provided psychologist for counseling and evaluation as soon as practical after the incident. This evaluation should occur within 24 hours of the incident. Involved support personnel should also be encouraged to contact such specialists (via departmental procedures) after the incident. A unit debriefing with this psychologist may be held.
 - The purpose of this debriefing will be to allow the employee to express their feelings and to deal with the moral, ethical and/or psychological after-effects of the incident. During the debriefing, if examining authority determines a need for continued counseling, an employee will not be allowed to return to work until released by the examining authority. The spouse or appropriate family member may also be interviewed by the psychologist as a support network mechanism.
 - The psychologist will meet a second time with the involved officer within a few days. After the counseling session, the psychologist shall advise the agency:
 - Whether it would be in the employee's best interest to remain on administrative leave or to be placed on light duty, and for how long, or be released to regular duty;
 - Where the officer(s) were relieved of their duty weapon(s) after an incident, provide recommendations on whether the officer(s) should be armed while on administrative leave or light duty; and

- Recommendations concerning continued counseling and/or the need for a fitness for duty evaluation.
- The department encourages the families of the involved employee(s) to participate in available counseling services.
- The intent of these initial psychological service contacts is to provide training and/or counseling. If the review indicates that additional professional follow-up is required the employee will be advised.
- Any agency investigation of the incident shall be concluded as soon as practical.
- To the extent possible, the department will brief other agency members concerning the incident so that rumors are kept at a minimum.
- All personnel involved in the incident are admonished that they are not permitted to speak with the media about the incident. The names of officers involved in fatal shooting incidents will not voluntarily or intentionally be released. Other incidents will be considered on a case by case basis. Officers will refer inquiries from the media to the designated departmental spokesperson, unless otherwise authorized by the Chief of Police to release a statement pertaining to the incident.
- The Chief of Police will authorize the involved officer's release from Administrative Leave.
- Daily Stress Recognition
 - As post traumatic stress disorders (PTSD) may not arise immediately, of the officer(s) may attempt to hide the problem, each supervisor is responsible for monitoring the behavior of unit members for symptoms of the disorder. PTSD symptoms may include the following:
 - Efforts to avoid thoughts, feelings, or conversations associated with the trauma;
 - Efforts to avoid activities, places, or people that arouse recollections of the trauma;
 - Inability to recall an important aspect of the trauma;
 - Marked diminished interest or participation in significant activities;
 - Feeling of detachment or estrangement from others;

- Restricted range of affect;
 - Sense of foreshortened future;
 - Difficulty falling or staying asleep;
 - Irritability or outbursts of anger;
 - Difficulty concentrating;
 - Hyper-vigilance; or
 - Exaggerated startle response.
- All department employees are encouraged to be watchful for symptoms of PTSD among their co-workers. If employees become aware of PTSD symptom(s) amongst their co-workers they should notify their respective supervisor(s) immediately.
 - Upon a reasonable belief that stress may be disrupting the employee's job performance, a supervisor may recommend the initiation of a behavioral cause investigation. If appropriate, the Chief of Police will order a behavioral cause investigation.
- Training
 - The department shall provide its employees with training pertaining to post-traumatic stress disorders and the uniform procedures contained in this directive.
 - Supervisors are responsible for making information available to their unit members concerning the department's peer counseling group and mental health services.