

POLK COUNTY SHERIFF'S OFFICE

GENERAL ORDER

TITLE: CRITICAL INCIDENT STRESS MANAGEMENT TEAM	GENERAL ORDER: 47.4 (Moderate Risk)
EFFECTIVE: March 20, 2017	PAGES: 13
RESCINDS: G.O. 47.4, March 6, 2014 and all applicable Amended/Temporary Orders prior to March 20, 2017	ORIGINATED: January 1, 2000

A. PURPOSE: The purpose of this General Order is to provide guidelines for the operation of the Critical Incident Stress Management Team. The Critical Incident Stress Management Team shall consist of agency members, agency-approved volunteers, and a mental health professional(s) oriented to the special needs associated with this General Order. [PSCA 3.2.4]

B. SCOPE: This General Order shall apply to all Sheriff's Office members.

C. DISCUSSION: Deputy sheriffs, detention deputies, and civilian support members are sometimes involved in traumatic or highly stressful events and may experience some form of post-incident, stress-related symptoms. Most suffer no long-term ill effects; however, some experience continuing or delayed onset stress-related reactions to those incidents. Without intervention, those members may continue to experience detrimental effects and may show declining work performance, deterioration of family relationships, and/or increased health problems.

D. POLICY: It shall be the policy of the Sheriff's Office to provide every member with the needed emotional and psychological support associated with their involvement in a critical incident. The member's family shall also be provided with emotional support and referral information. [PSCA 2.2.6]

E. PROCEDURE:

1. Organization: The Critical Incident Stress Management Team shall be a function of the Department of Law Enforcement and shall report to the bureau/district captain designated by the Department of Law Enforcement Chief.

2. Mission: Critical Incident Stress Management shall be a psychological and educational process designed to reduce and control the impact of critical incidents on members of the Sheriff's Office.

a. The Primary Mission of Critical Incident Stress Management shall be to:

- 1) Encourage emotional ventilation;
- 2) Explore the personal impact of critical incidents;
- 3) Provide access to Critical Incident Stress Management services;
- 4) Provide defusings and debriefings to all members of the Sheriff's Office, when needed;
- 5) Provide one-on-one interventions, demobilization, consultations, and follow-up peer support services to members at all levels, when necessary; and [PSCA 2.2.6 c, d]
- 6) Provide a resource and referral network for members needing more support than can be provided by the Critical Incident Stress Management Team. [PSCA 2.2.6 b]

b. The Secondary Mission of Critical Incident Stress Management shall be to:

- 1) Provide critical incident stress education and coping information to members at all levels before a stressful event occurs;
- 2) Improve awareness of critical incident stress management training and availability of critical incident stress management services;
- 3) Incorporate critical incident stress management into a countywide and statewide disaster response system; and
- 4) Collect statistical incident stress data.

3. Critical Incident Stress Management Intervention:

a. The main goal of critical incident stress management interventions shall be to mitigate the impact of the critical incident on those who were victims of an event. Those victims include:

- 1) Primary victims, i.e., members (on-scene) directly traumatized by an event;
- 2) Secondary victims, i.e., members (off-scene) who witnessed or managed a traumatic event; or
- 3) Tertiary victims, i.e., family, friends, and those to whom a traumatic event may be indirectly communicated, shall be referred appropriately.

b. **The Objectives of the Intervention Process Include:** [PSCA 2.2.6 b, c, d]

- 1) Education regarding stress, stress reactions, and survival techniques;
- 2) Emotional ventilation;
- 3) Reassurance that stress response is normal and recovery is likely;
- 4) Forewarning people about signs and symptoms which may surface in the future;
- 5) Establishment of a positive contact with mental health professionals;
- 6) Enhancement of group cohesiveness;
- 7) Prevention of post-trauma syndromes and Post-Traumatic Stress Disorder (PTSD); and
- 8) Establishment of a positive contact with team members for ongoing peer support.

4. Team Responsibilities Include, but are Not Limited To:

a. Submission of a Critical Incident Stress Management Team Member Activity Sheet (PCSO Form 207) to the Team Coordinator; and

b. Participation in the following activities:

- 1) Mandatory monthly training and in-service education;
- 2) Critical incident stress management interventions;
- 3) Resource and referrals; and
- 4) Team maintenance.

- a) Recruitment; and
- b) Post Action Staff Support for the Critical Incident Stress Management Team members involved in a defusing/debriefing, when needed.

5. Benefits of Critical Incident Stress Management Intervention:

- a. Research on law enforcement officers at local, state, and federal levels indicate that peer support (both proximate and long-term) is one of, if not the most beneficial type of help traumatized people can receive.
- b. A Critical Incident Stress Management Team member may be assigned to assist affected members with immediate post-incident considerations which shall include, but are not limited to:
 - 1) Allowing the involved member(s) the opportunity to relax in a stable, private location; and
 - 2) Permitting the involved member(s) to clean up, shower, and/or change, with the prior approval of the Criminal Investigations Division and/or the Administrative Investigations Section.
- c. The involved member's personal needs should be met, such as:
 - 1) Family response;
 - 2) Religious;
 - 3) Food/fluids, if desired;
 - 4) Medications; and
 - 5) Any reasonable request which would assist in the recovery process.
- d. Individual members may contact the Critical Incident Stress Management Team Coordinator/Squad Leader outside the chain of command for peer support. Members may also contact any Critical Incident Stress Management Team member on a personal basis for needs or stressful events not specified.
- e. When the Critical Incident Stress Management Team Coordinator/Squad Leader requests the Critical Incident Stress Management Team Mental Health Professional(s) to respond, the Mental Health Professional(s) shall:
 - 1) Introduce themselves to the involved agency members, spouses, or family of members; and
 - 2) Provide the members, spouses, and families with a way to contact them at any time, should the need arise.
- f. The role of the Critical Incident Stress Management Team Mental Health Professional(s) shall also include:
 - 1) Conducting debriefings;
 - 2) Assisting in training;
 - 3) Making recommendations for the Critical Incident Stress Management program; and
 - 4) Being available for assistance.

6. Psychological Evaluation and Counseling: The Critical Incident Stress Management Team functions as a peer support network and shall not provide psychological evaluation and formal counseling services in

connection with a member's fitness for duty. Formal psychological evaluation and counseling services shall be requested as follows:

a. When a member is personally involved in the investigation of any of the following, they may be required to receive a psychological evaluation and counseling:

- 1) Death or serious injury to any agency member;
- 2) Disaster search and rescue;
- 3) Suicide or attempted suicide of a member;
- 4) Aircraft crash or explosion involving a member;
- 5) Hostage situation wherein a member was being held against their will; or
- 6) Any incident that is charged with the profound or overwhelming emotions to the members involved.

b. **Psychological Support:** When the member's division major/director or bureau/district captain/deputy director determines the necessity for a member to receive formal psychological support, separate from debriefing or peer support offered by the Critical Incident Stress Management Team, due to post-traumatic distress, the procedures for Fitness for Duty Evaluations in G.O. 22.2, Conditions of Work, shall be followed.

7. **Critical Incident Stress Management Team Organization:**

a. **Critical Incident Stress Management Team Coordinator:** The Critical Incident Stress Management Team Coordinator shall be appointed by the Department of Law Enforcement Chief, and shall be responsible for the overall management and implementation of the Critical Incident Stress Management program, specifically to:

- 1) Manage all aspects of the functions of the Critical Incident Stress Management program;
- 2) Solicit volunteers for the program;
- 3) Attend or assign a designee to represent the Critical Incident Stress Management program before service and community organizations;
- 4) Assist in the Critical Incident Stress Management Team selection process;
- 5) Assist in the training of the Critical Incident Stress Management Team;
- 6) Answer requests for Critical Incident Stress Management assistance or training;
- 7) Evaluate requests for Critical Incident Stress Management services;
- 8) Dispatch the Critical Incident Stress Management Team;
- 9) Coordinate, with the Critical Incident Stress Management Team Mental Health Professional(s), a debriefing and Post Action Staff Support of dispatched Critical Incident Stress Management Team members, when needed;
- 10) Solicit support from other Critical Incident Stress Management entities, as needed;
- 11) Conduct mandatory monthly team training;

- 12) Maintain quality control;
- 13) Maintain records of individual and team activities;
- 14) Retain updated Critical Incident Stress Management related lists and contact information of Critical Incident Stress Management Team members;
- 15) Set up training sessions, seminars, in-service training, and continuing educational programs;
- 16) Keep abreast of current research, findings, and theories of emergency service stress, occupational stress, critical incident stress, and related topics;
- 17) Act as liaison with other emergency service agencies whether they are within or outside the geographic boundaries of Polk County; and
- 18) Assist members who exhibit serious signs of stress reaction with potential to impair job performance by providing them with information about available services, assisting them to take time off to recover, or by establishing contact with a mental health professional. [PSCA 2.2.6 b, d]

b. Critical Incident Stress Management Team Squad Leader shall be Appointed by the Department of Law Enforcement Chief: The Squad Leaders shall assist the Critical Incident Stress Management Team Coordinator and may assume the duties and responsibilities of the Critical Incident Stress Management Team Coordinator in their absence.

c. Critical Incident Stress Management Team Members: Trained peer support personnel shall assist in the intervention process and may be involved in the development and delivery of other programs. Their responsibilities shall include, but are not limited to:

- 1) Initiating contact with members who have been involved in a critical incident;
- 2) Notifying the Critical Incident Stress Management Team Coordinator/Squad Leader of any Critical Incident Stress Management interventions;
- 3) Attending team training and continuing education;
- 4) Making post-intervention contacts, as assigned;
- 5) Assisting the Critical Incident Stress Management Team Coordinator/Squad Leader, as required;
- 6) Assisting in the development of Critical Incident Stress Management educational programming;
- 7) Being aware of their limitations and seek guidance and assistance, when appropriate; and
- 8) Recruiting volunteers for the program.

8. Selection of Critical Incident Stress Management Team Members:

a. All candidates for the Critical Incident Stress Management Team shall submit a request for consideration via memorandum, with all background information as to qualifications and experience. The request for consideration shall include:

- 1) A willingness to receive in-service training in the use of Critical Incident Stress Management services;
- 2) Past involvement in a critical incident;

3) Motivation to be on the team; and

4) No personal involvement in a critical incident within twelve (12) months of consideration.

b. Candidates who are agency members shall have a minimum of three (3) years' experience with the Polk County Sheriff's Office, or one (1) year with the agency and two (2) years of prior law enforcement or emergency service work experience. Agency members shall forward their request for consideration, via the chain of command, to their respective division major/director. Upon review, the division major/director shall forward the request for consideration to the Department of Law Enforcement Chief, along with a recommendation to the Critical Incident Stress Management Team Coordinator.

c. All candidates shall be selected by a review board which shall be convened by the Critical Incident Stress Management Team Coordinator.

d. Final approval for assignment to the Critical Incident Stress Management Team shall be given by the Department of Law Enforcement Chief.

e. Upon assignment to the Critical Incident Stress Management Team, new team members shall be placed on a one (1)-year probationary period.

9. Selection of Critical Incident Stress Management Team Non-Agency Members:

a. All non-agency member candidates for the Critical Incident Stress Management Team shall submit a request for consideration via memorandum with all background information as to qualifications and experience. The request for consideration shall include:

1) A willingness to receive in-service training in the use of Critical Incident Stress Management services;

2) Past involvement in a critical incident;

3) Motivation to be on the team; and

4) No personal involvement in a critical incident within twelve (12) months of consideration.

b. Candidates who are non-agency members shall have a minimum of three (3) years of prior law enforcement or emergency service work experience and shall forward their request for consideration to the Critical Incident Stress Management Team/bureau/district captain. Upon review, the Critical Incident Stress Management Team/bureau/district captain shall forward the request for consideration to the Department of Law Enforcement Chief, along with a recommendation to the Critical Incident Stress Management Team Coordinator. At the direction of the Critical Incident Stress Management Team Coordinator, all non-agency approved team members shall meet with a review board for consideration as vacancies occur.

c. All candidates shall be selected by a review board, which shall be convened by the Critical Incident Stress Management Team Coordinator.

d. Final approval for assignment to the Critical Incident Stress Management Team shall be given by the Department of Law Enforcement Chief.

e. Upon assignment to the Critical Incident Stress Management Team, new non-agency team members shall be placed on a one (1)-year probationary period.

f. Non-agency team members shall adhere to all aspects of this General Order.

10. Membership Team Requirements:

a. Critical Incident Stress Management Team Members Shall:

- 1) Be directly or indirectly involved in the provision of emergency services work;
- 2) Have completed an approved Individual and Group Critical Incident Stress Management training prior to any deployment;
- 3) Be well respected by team members;
- 4) Be perceived as a confidant; and
- 5) Maintain skills through Critical Incident Stress Management continuing education/training.

b. Critical Incident Stress Management Mental Health Professional(s) Shall:

- 1) Possess a master's degree, or above, in behavioral science;
- 2) Complete an approved Individual and Group Critical Incident Stress Management training;
- 3) Be experienced in crisis intervention; and
- 4) Have knowledge of emergency service work disciplines.

11. Activation of the Critical Incident Stress Management Team: The following procedure shall be utilized in activation of the Critical Incident Stress Management Team:

a. A member holding the rank of lieutenant or above may request the Critical Incident Stress Management Team be activated by:

- 1) Instructing the Telecommunications Section shift supervisor to contact the on-call Critical Incident Stress Management Team Coordinator/Squad Leader when immediate response is requested; or
- 2) Direct telephone contact with the on-call Critical Incident Stress Management Team Coordinator/Squad Leader.

b. Activation of the Critical Incident Stress Management Team by an Outside Agency: A member of an agency outside of the Sheriff's Office may request the Critical Incident Stress Management Team to be activated by contacting the Telecommunications Section shift supervisor to request the on-call Critical Incident Stress Management Team Coordinator/Squad Leader be contacted.

c. The Emergency Communications Center shall maintain contact information for the Critical Incident Stress Management Team Coordinator/Squad Leader. The Telecommunications Section member shall obtain the following information and notify the on-call Critical Incident Stress Management Team Coordinator/Squad Leader of the:

- 1) Caller's name and telephone number;
- 2) Nature of the event;
- 3) Location of the incident;
- 4) Number of members involved;
- 5) Status of ongoing operations;

- 6) Contact person (if different than the caller); and
 - 7) Authorizing staff, if appropriate.
- d. **Upon Contact, the Critical Incident Stress Management Team Coordinator/Squad Leader Shall:**
- 1) Make an assessment of the situation and determine whether the Critical Incident Stress Management Team should be activated. Determination to be made shall be in accordance with call-out procedures and activation by a lieutenant or above;
 - 2) Estimate the number of persons involved and how many Critical Incident Stress Management Team members need to respond;
 - 3) Arrange for an intervention, based on specific circumstances and immediate needs;
 - 4) Arrange for the affected members to meet with the Critical Incident Stress Management Team at an off-site location, if immediate response is needed;
 - 5) If a delayed response is sufficient, the Critical Incident Stress Management Team Coordinator, or designee, shall ensure an intervention is scheduled for the affected members as soon as practical and the date, time, and location of the intervention shall be provided; and
 - 6) Ensure follow-up contact is made with the involved members, as needed, with regard to the critical incident and each member's involvement.
- e. **Mandatory Notification:** The Sheriff, or designee, via the chain of command, and the Critical Incident Stress Management Team Coordinator/Squad Leader shall be notified when any of the following occur: [CALEA 11.4.5]
- 1) Death or serious injury to any agency member, occurring on or off duty;
 - 2) Death or serious injury to another as the result of the use of deadly protective action by any agency member, either on or off duty;
 - 3) Agency members involved in a shooting, occurring on or off duty;
 - 4) Disaster search and rescue;
 - 5) Agency member(s) being held as a hostage;
 - 6) Agency member(s) involved in a plane crash or explosion; or
 - 7) Suicide or attempted suicide of a member.
- f. **Discretionary Notification:** At the discretion of a lieutenant or civilian equivalent, the on-call Critical Incident Stress Management Team Coordinator/Squad Leader may be notified when any of the following occur: [CALEA 11.4.5]
- 1) Cases involving the death or serious injury of children;
 - 2) Special Weapons And Tactics Team/Crisis Negotiations Team emergency call-out;
 - 3) Any incident which is charged with the profound or overwhelming emotions to the members involved, such as incidents of:

- a) Extreme danger to the member;
 - b) Incidents involving serious injuries or fatalities; or
 - c) Incidents which attract unusually intense media coverage, to include incidents occurring at the Polk County jails (i.e., suicides).
- 4) Requests for assistance from other law enforcement agencies, fire, Emergency Medical Services, inside or outside the geographic boundaries of Polk County (determination to be made on a case-by-case basis for out-of-county use).

12. Critical Incident Stress Management Team Functions:

a. Critical Incident Stress Management Team Members Summoned to Major Scenes Shall:

- 1) Maintain a low profile while on scene;
- 2) Act only in the capacity of an observer, unless exigent circumstances require the member to become actively involved in the incident;
- 3) Remain on the outer perimeter of the incident, unless otherwise directed by the Critical Incident Stress Management Team Coordinator/Squad Leader;
- 4) Respect the privacy of others;
- 5) Report any adverse stress reactions observed by a Critical Incident Stress Management Team member to the Critical Incident Stress Management Team Coordinator/Squad Leader; and
- 6) Under some circumstances conduct one-on-one interventions at the scene. These interventions shall be brief, supportive, and shall in no way interfere with the investigations being conducted.

b. Defusings/Off Scene:

- 1) Defusings may be an individual or group process and are designed to reduce the intense reactions to a traumatic event and assess whether a formal debriefing is necessary. Defusings shall be conducted;
 - a) One (1) to three (3) hours after an incident or as soon as practical; and
 - b) In a comfortable, quiet location away from the scene.
- 2) The primary purpose for an off-scene defusing shall be:
 - a) To educate members of the possible stress reactions to the incident;
 - b) To educate members of proper care for themselves (i.e., food, rest, avoidance of additional stressors);
 - c) To advise involved members of available services, victim/witness advocate(s), employee assistance program, chaplains, etc.;
 - d) To encourage affected members to:
 - (1) “Unwind” during this session; and/or
 - (2) Ventilate feelings and emotions, if they feel comfortable doing so.

- e) To ensure the session does not turn into a critique of the incident and that they are available for individuals who would like to talk one-on-one after the defusing.

c. Formal Debriefings:

- 1) The formal debriefing process shall serve to mitigate the stress impact resulting from exposure to a critical incident. A formal debriefing may be scheduled as a result of:
 - a) A line of duty death or serious on-duty injury of an agency member;
 - b) Mass casualty cases; or
 - c) Any other incident the Critical Incident Stress Management Team Mental Health Professional or Team Coordinator deems appropriate.
- 2) The formal debriefing shall be conducted by the Critical Incident Stress Management Team Health Professional(s) with the assistance of Critical Incident Stress Management Team members selected by the Critical Incident Team Coordinator/Squad Leaders. This may be accomplished through:
 - a) Ventilation of feelings and emotions; and
 - b) Informal and educational components.
- 3) If a formal debriefing is scheduled, then it shall be automatic for those members involved in (however, the Department of Law Enforcement Chief shall have final authority regarding attendance):
 - a) Line of duty death or serious injury of an agency member;
 - b) Mass casualty cases; or
 - c) Any other incident the Critical Incident Stress Management mental health professional or Critical Incident Stress Management Team Coordinator/Assistant Coordinator deem appropriate.
- 4) The formal debriefing shall generally be held between twenty-four (24) to seventy-two (72) hours after an incident, when practical.
- 5) All members involved in a debriefing session shall give full attention to the debriefing session. Law enforcement radios, telephone calls, and other interruptions shall not be allowed.
- 6) Like a defusing, the debriefing session shall not be a critique of the incident. Judgment calls or the use of rank or authority are not appropriate for a setting of this nature.
- 7) The following are prohibited during a formal debriefing:
 - a) The media;
 - b) Uninvolved observers;
 - c) Tape recorders and audio/video equipment; and
 - d) Written documents of any statements made.
- 8) Any statements made by involved members to Critical Incident Stress Management Team members shall be confidential, unless the statement reveals a violation of law, or the affected person could be a danger to themselves or others. Failure by any Critical Incident Stress Management Team

member to maintain confidentiality shall result in their immediate removal from the team and/or disciplinary action.

13. The Use of Deadly Protective Action or any Protective Action Resulting in Great Bodily Harm:

- a. Pursuant to G.O. 1.5, Protective Action, in all instances involving the member's use of deadly protective action or any protective action resulting in death or great bodily harm to a person, the Critical Incident Stress Management Team shall be notified.
- b. The Critical Incident Stress Management Team shall recognize the need to maintain the integrity of an administrative and/or criminal investigation of the facts surrounding the use of deadly protective action. For this reason, members shall be handled in a manner outside the normal working mechanism for formal Critical Incident Stress Management debriefings, and shall complete required investigatory tasks in accordance with G.O. 1.5 before a formal debriefing can occur.
- c. Upon notification of the use of deadly protective action, or any protective action resulting in great bodily harm, the Critical Incident Stress Management Team Coordinator/Squad Leader shall:
 - 1) Make contact with the involved members as soon as practical after or upon the conclusion of the Investigations Section on-scene investigation of the incident;
 - 2) Separate the involved members from the scene, when possible;
 - 3) Advise the affected members of available services and make necessary arrangements on a case-by-case basis; and
 - 4) Allow the affected member to contact a spouse or family member, if desired. If that person is to join the affected member, the Critical Incident Stress Management Team Coordinator/Squad Leader may request a victim/witness advocate, patrol supervisor, or patrol deputy sheriff to transport or accompany that person.

14. Demobilization Services: Demobilization services are utilized at large-scale, lengthy, and highly intense events, such as airplane crashes, long-term violent riots, natural disasters, etc.

- a. In the event demobilization services are needed, the Incident Commander shall instruct the Emergency Communications Center to contact the on-call Critical Incident Stress Management Team Coordinator/Squad Leader. Services may be coordinated for all emergency service workers at the scene.
- b. Demobilization services provide for all emergency service workers and shall include:
 - 1) A break or rest area for units in continuing service at the event;
 - 2) Information and support as members leave the scene;
 - 3) An opportunity for ventilation of thoughts and reactions; and
 - 4) A place for commanders to give closing remarks or incident updates.
- c. Critical Incident Stress Management Team members not needed or engaged in incident activities may handle demobilization services.
- d. Critical Incident Stress Management Team members shall report to the Critical Incident Stress Management Team Coordinator/Squad Leader, to set up demobilization services at an appropriate location adjacent to the incident scene.

15. Call Status/Payroll: Sheriff's Office members who are Critical Incident Stress Management Team members and are called for Critical Incident Stress Management activities while off duty shall be placed in an on-duty status.

- a. For the purpose of payroll, when members are called out for Critical Incident Stress Management activities, the time shall be considered as call-out time and reported accordingly.
- b. For the purpose of payroll, when members are already in an on-duty status, the time shall be considered as straight time, unless the normal working hours are exceeded, and shall be reported and processed accordingly.

16. Out-of-County Assistance: Due to the area-wide responsibilities of the Critical Incident Stress Management Team, Polk County Sheriff's Office team members may respond, as needed, to interventions for other agencies and in other counties, to be determined and approved on a case-by-case basis by competent authority.

F. GLOSSARY:

CRITICAL INCIDENT - Any situation faced by a deputy sheriff, detention deputy, emergency services worker, or civilian member that may cause unusually strong emotional reactions which have the potential to interfere with the ability to function, either at the scene or later. What is a critical incident for one person may not be for another.

CRITICAL INCIDENT STRESS MANAGEMENT TEAM - A multi-disciplinary team composed of a trained mental health professional(s), and Critical Incident Stress Management-trained peers, including law enforcement, detention, telecommunication members, civilians, etc.

CRITICAL INCIDENT STRESS MANAGEMENT TEAM COORDINATOR - A member assigned by staff who is responsible for the overall management of the Critical Incident Stress Management program, as well as the training and other responsibilities as set forth in this General Order.

CRITICAL INCIDENT STRESS MANAGEMENT TEAM MENTAL HEALTH PROFESSIONAL - A person holding a master's degree in behavioral sciences, who is experienced in crisis intervention, with exposure to public safety and law enforcement disciplines.

CRITICAL INCIDENT STRESS MANAGEMENT TEAM SQUAD LEADER - A Critical Incident Stress Management Team member appointed by the Department of Law Enforcement Chief to assist the Critical Incident Stress Management Team Coordinator with their duties.

CRITICAL INCIDENT STRESS MANAGEMENT TRAINED VOLUNTEERS - Volunteers who have been trained to provide support to members after a critical incident. Volunteers who have experienced the same emergency service work pressures and job experiences as those they seek to help.

DEBRIEFING - An organized group discussion with law enforcement, detention, or civilian members who have experienced a critical incident. The discussion of the event is designed to mitigate potential for long-term stressful reactions. Participants talk about their actions, thoughts, and reactions to the stressful event. The debriefing is led by the Critical Incident Stress Management Team. A debriefing is not a critique of agency operations or the critical incident. Performance issues shall not be discussed.

DEFUSING - A "mini-debriefing"; not as detailed, lengthy, or structured as a full debriefing; performed immediately after an incident is over. It allows for peer support, information, and ventilation of feelings. In many cases, defusing may eliminate the need for a debriefing.

DEMOBILIZATION - Demobilization services are utilized at large-scale, lengthy, and highly intense events, such as airplane crashes, long-term violent riots, natural disasters, etc.

EMERGENCY SERVICE WORK - Law enforcement, emergency medical services, firefighter, paramedic, telecommunicator, or any other emergency service functions which require specialized skills that may assist the Critical Incident Stress Management Team.

STRESS REACTION SYMPTOMS - Physical and emotional symptoms that originate with a specific critical incident and include, but are not limited to, nightmares, flashbacks, fatigue, nausea, concentration and memory problems, anxiety, depression, and/or intestinal problems.

G. INDEXING:

CRITICAL INCIDENT STRESS MANAGEMENT TEAM

H. ACCREDITATION STANDARDS:

CALEA5ed	11.4.5
CFA	(none)
FCAC	(none)
PSCA2ed	2.2.6, 3.2.4
NIGP	(none)

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APPROVED: *Grady Judd /s/*
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SHERIFF, POLK COUNTY

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