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| <p><b>POLICY<br/>406</b></p>  | <p><b>PSYCHOLOGICAL STRESS/OFFICER INVOLVED SHOOTING<br/>(OIS)</b></p>  |   |
|  | <p>REVISED: 1/93, 6/00, 05/03,04/07,<br/>10/09, 01/14, <b>03/24</b></p> | <p>RELATED POLICIES:</p>  |
|   | <p>CFA STANDARDS: <b>4.12</b></p>                                       | <p>REVIEWED: AS NEEDED</p> <p>THIS VERSION EFFECTIVE DATE:<br/>MARCH 27, 2024</p> |

**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 may undergo behavioral health and/or serious stress reactions. These reactions can be detrimental to physical and emotional well-being. In many cases, the stress reactions may not become evident immediately after an officer involved shooting until hours, or even days, after the incident(s).

**B. PROCEDURE**

1. The following procedures will apply in all cases that result or may result in death or serious bodily injury from an officer involved shooting (OIS).
2. Duties of the employee's on-duty, line level supervisor:
  - a. Evaluate the nature of the critical incident (serious bodily injury or death) that the Department member either witnessed or was directly involved in. A supervisor will contact the FLPD Psychological Services Program (PSP) and arrange for the employee to meet with a member of either the: PSP, the Department Chaplain (if he/she chooses), the FLPD Wellness Coordinator, or an approved behavioral health provider through EAP. If the behavioral health providers are not immediately available, the supervisor may elect to have the employee meet with a member of FLPD's Critical Incident Stress Debriefing (CISD) Peer Support Team. The CISD Supervisor should be contacted first before a FLPD Peer Support Team member. FLPD Peer Support communications are confidential and protected under FL statute 111.09.
  - b. Police Officer(s) involved are to be removed from the scene as soon as possible at the direction of the Homicide Supervisor.
  - c. Ensure, if the officer is unable to personally notify their family, that a liaison of their choosing notifies their family or significant other, as well as coordinates transportation of the officer to their home. For some situations, the FLPD Police Psychologist, FLPD Wellness Coordinator, Department

Chaplain or trained FLPD CISD- Peer Support professional will be tasked with assisting in making the notification to the family.

- d. The affected personnel (i.e. police officer) will be provided with an opportunity for a CISD initially, followed by offering voluntary and a least restrictive approach which entails follow up with the FLPD Police Psychologist (at a later point in time). A release of information will be provided at the time or soon thereafter to speak with the Chain of Command about whether the services are accepted or not. If services are not accepted or there is a refusal to sign the release of information form, the affected personnel (i.e. police officer) will be referred to the external (consultant) police psychologist after consultation with the Chief of Police, Legal, Advisor/Attorney, and Support Services chain of command.
- e. Ensure that a first line supervisor completes an injury form.

### **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 decision on whether to place a member on administrative leave shall consider some of the following:
  - a. Input from the first line level supervisor's observations; Consultation with the Departmental Police Psychologist as a first tier and least restrictive approach, consultation with the City of Fort Lauderdale's Fitness for Duty Evaluation- FFD (external/contractual) psychologist (when appropriate after consultation with the FLPD Police Psychologist), the FLPD Wellness Coordinator, the FLPD CISD supervisor, and/or consultation with the Departmental Police Chaplain.
  - b. The Bureau Assistant Chief's recommendations.
  - c. Input regarding follow-up counseling or treatment received by the employee.

### **D. DUTIES OF THE SUPPORT SERVICES BUREAU CAPTAIN**

1. Respond to the station.
2. Supply the officer, if necessary, with replacement of any necessary equipment and uniform.
3. Arrange for a loaner weapon and reloading devices to be issued.
4. In coordination with the FLPD Police Legal Advisor/Attorney arrange for the officer's appointment with the city's (external) contracted Fitness For Duty (FFD)

psychologist only after consulting with FLPD's Police Psychologist and a recommendation has been provided to conduct an FFD. This (external/contractual) Psychologist is not the FLPD Department Police Psychologist, but the city's (external) contracted FFD Psychologist. The role of the FLPD Police Legal Advisor is to consult, evaluate, and coordinate with all parties (i.e. Command Staff, the FLPD police psychologist, and/or the external psychologist conducting the FFD in adhering to the recommendations put forth with the goal of returning the affected personnel (i.e. police officer) back to full duty as soon as warranted.

5. If a FFD evaluation is warranted, the Captain of Support Services and the Police Legal Advisor in unison will notify the Departmental Police Psychologist regarding the FFD evaluation results and recommendations prior to notifying the Chief of Police and Human Resources. The Departmental Police Psychologist, Police Legal Advisor, Captain, and/or Assistant Chiefs of Police will review the evaluation results from the FFD Psychologist to interpret the evaluation and/or coordinate or not the feasibility of case management recommendations within the evaluation. A follow up discussion and/or meeting with the Chief of Police and Human Resources will occur at this point before a Fitness for Duty clearance to return to duty or not is authorized by the Chief of Police and Human Resources.
6. Ensure that the Injury Form was completed.
7. Ensure that the officer is transferred to the Support Services Division on Administrative Leave.

## **E. COUNSELING**

1. In order to minimize the challenges/concerns related to this type of stress, every employee whose actions result in death or serious bodily injury shall be referred to voluntary FLPD (PSP) services, Wellness services, Chaplaincy services, FLPD peer support (CISD) services, and/or EAP services as a least restrictive and first tier approach. Additionally, any employee, sworn or civilian, who responds to or is involved with such scenes or incidents (affected personnel i.e., professional staff witnessing/experiencing a traumatic event) may request or shall be offered the opportunity for the aforementioned services. The aforementioned services are intended to offer professional assistance to those in need.
2. Employees who respond to or are involved with significant traumatic scenes or incidents shall be provided with the opportunity to speak to a clinician. These services are at no financial cost. If it is determined by a supervisor that the services are needed right away, but refused initially by the employee, a supervisor can facilitate a supervisor referral consistent with FLPD Policy 413.0. The supervisor will arrange for a meeting with the FLPD police psychologist, licensed clinician with PSP, the Wellness Coordinator, Department Chaplain, an approved behavioral health provider through EAP and or FLPD's critical incident stress debriefing team (CISD)- Peer Support Team. In collaboration with the FLPD Police Psychologist and upon a release of information, a recommendation will be provided commensurate with FLPD Policy 413.0.