

Lower Providence Township Police Department Eagleville, Pennsylvania		
General Order <input checked="" type="checkbox"/>	ORDER NUMBER	
Special Order <input type="checkbox"/>	118	
Personnel Order <input type="checkbox"/>		
Subject Annual Peer Support Counseling		
Date of Issue January 28, 2020	Effective Date January 28, 2020	Expiration Date Until Amended or Rescinded
Issued by: Michael Jackson, Chief of Police		
Amends	Rescinds All Previous Orders	
Standard Number:		
Distribution 1. General Order Manuals 2. Records Manual 3. Reading Verification to all Personnel		

I. PURPOSE

The purpose of this general order is to establish a proactive protocol to address the effects of cumulative stress on our law enforcement officers.

II. POLICY

The police department recognizes the fact that law enforcement officers, by the nature of their jobs, encounter higher levels of stress than other professions, and that years of cumulative stress can have devastating outcomes such as addiction, marital problems and suicide. It is the policy of the Lower Providence Police Department to address cumulative stress through annual mandatory peer counseling sessions utilizing peers trained in Critical Incident Stress Management (CISM).

III. DEFINITIONS

Peers - A law enforcement officer (active or retired), or a civilian law enforcement liaison that is trained in Critical Incident Stress Management (CISM).

Counseling Session - An informal meeting between a peer and a LPPD officer.

III. REGULATION

- A. Each member of the police department shall meet annually with a CISM trained peer at a time and date coordinated by the Lieutenant.

- B. The meeting between the peer and officer will remain confidential.
 - 1. There will be no disclosure, discussion or documentation regarding the context/subject matter of the counseling session made to any member of the police department with the following exceptions as required by law:
 - i. If it is determined that the officer has imminent plans to harm themselves.
 - ii. If it is determined that the officer has imminent plans to harm someone else.
 - iii. If it is determined that the officer has committed a crime.
 - 2. The purpose of the counseling session is to address cumulative stress only, and not to provide documentation to the police department about an officer's mental health and/or personal life.
 - 3. The only documentation that will take place and be provided to the police department with regards to the counseling session is that the session took place as required by this policy.

IV. PROCEDURE

- A. During the course of the calendar year the Lieutenant will utilize the Montgomery County Critical Incident Stress Management Team to coordinate counseling sessions for each officer in the department.
 - 1. The peer will whenever possible be a Law Enforcement Officer, or a civilian law enforcement liaison.
 - 2. Peers from this department will not be used for annual counseling of members of this department.
 - 3. Should an officer request to speak with a peer support specialist from this police department for any reason he/she will be permitted to do so, however this session will not be counted as the required annual counseling session.
- B. The peer will report to the Lieutenant that the counseling session took place at which time the Lieutenant will document that the annual counseling session has been completed.
- C. Should it be determined during a counseling session that an officer is an imminent threat to themselves or others procedures will be followed as outlined in the Pennsylvania Mental Health Act to ensure that the officer is receiving the appropriate level of care.
- D. Counseling sessions may be scheduled in conjunction with annual in-service / firearms training.

Michael Jackson

Michael Jackson
Chief of Police