

**BAY CITY DEPARTMENT OF PUBLIC SAFETY
BAY CITY, MICHIGAN**

SECTION 1 - ADMINISTRATIVE
GENERAL ORDER

May 21, 2015
INDEX NO. 1.30

POST RESPONSE TO RESISTANCE TRAUMA

I. PURPOSE

The physical and emotional well-being of department employees is a primary concern following any use of response to resistance incident. The following guidelines have been established to ensure that the physical and emotional needs of department personnel are addressed.

II. DEFINITIONS

- A. Significant Response to Resistance Incident: Any situation where a department employee seriously injures or kills a person.
- B. Persons Directly Involved: Employees who seriously injure a person or are seriously injured and those who participate in the incident.
- C. Post Response to Resistance Trauma: The emotional and physical effects that may occur to persons who have been involved physically or emotionally in a response to resistance incident.
- D. Significant Traumatic Incident: Any situation where a department employee is involved in an incident resulting in serious injury or death.

III. POST RESPONSE TO RESISTANCE COUNSELING

- A. Employees Directly Involved in a Significant Response to Resistance Incident: All employees directly involved in a significant response to resistance incident will attend at least one session of psychological debriefing with a certified psychologist.
 - 1. The psychological debriefing will be scheduled as soon as possible after the incident by the Public Safety Director's designee, via Human Resources.
 - a. Follow up sessions will be provided as determined by Human Resources.
 - b. Employees will not be returned to enforcement duties until the debriefing is completed.
 - 2. Verification of the visit, not the contents of the session, from the involved psychologist will be forwarded to the Public Safety Director and Human Resources.
- B. Employees Not Directly Involved in a Significant Response to Resistance Incident: All employees who feel that they are or may be negatively affected as a result of their involvement are strongly encouraged to take advantage of the counseling services available through the Employee Assistance Program.

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- C. Employees Directly or Indirectly Involved in a Significant Traumatic Incident: All employees who feel that they are or may be negatively affected as a result of their involvement are strongly encouraged to take advantage of the counseling services available through the Employee Assistance Program.
- D. Post Significant Response to Resistance Reassignment
1. Reassignment Guidelines
 - a. Employees who seriously injure or kill another person.
 - Any employee who seriously injures or kills a person and who is able to work will be placed on administrative leave for three days following the incident and assigned to home.
 - The employee will make him or herself available to investigators during this time.
 - The employee will normally be assigned to a non-enforcement position after their three days of administrative leave pending administrative review.
 - The Public Safety Director may return the employee to full duty at their discretion or upon recommendation from command staff.
 - b. Any other employee directly involved in a Significant Response to Resistance Incident.
 - Any other employee directly involved in a significant response to resistance incident resulting in death or serious injury to any person may be reassigned to a non-enforcement position pending administrative review of the incident.
 - The Public Safety Director may return the employee to full duty at their discretion or upon recommendation from command staff.
 - The employee will attend a psychological debriefing.

By order of:


Michael J. Cecchini
Public Safety Director