
Critical Incident Stress Management (CISM)

348.1 PURPOSE AND SCOPE

The purpose of the Redding Police Department Critical Incident Stress Management (CISM) Program is to provide defusing, debriefings, and follow-up after a critical incident. The goals of the program are:

- (a) To provide a rapid response to any department member after a critical incident.
- (b) To minimize the harmful effects of stress resulting from a crisis or emergency response situations.
- (c) To develop employer ability to anticipate employee conflicts and an awareness of alternatives for self-help.
- (d) To maintain an on-going training process.
- (e) To provide crisis intervention no psychotherapy.
- (f) To help prevent negative effects of post-traumatic stress.

348.2 CISM PROGRAM STRUCTURE

Coordination of the CISM team shall be the responsibility of the Peer Support coordinator, assistant coordinator, and program manager (see policy #346, Peer Support Program).

348.3 NOTIFICATION PROCEDURES

To notify the CISM team of a critical incident, contact the Peer Support Coordinator. If unavailable, contact the Assistant Coordinator or program manager using the departmental resource assignment roster.

- (a) The on-call member, once notified, shall appraise the type of actions that are most appropriate.
- (b) The on-call member may respond to the location of an event or to the Redding Police Department to continue appraisal of the type of action that is most appropriate.
- (c) The on-call member should determine if the event is still in progress, and if so, assess the need for additional CISM team members, peer support personnel, associate members, or chaplains.

Response during an in-progress event and/or a large scale incident.

- (a) The CISM team member should report to the incident commander or their representative.
- (b) Monitor the event, be visible and accessible to individuals who may be in need of assistance.
- (c) Develop a list of officers who may need CISM team services.

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- (d) If the event is protracted and/or there is a need for additional CISM team support, direct incoming team members to a location separate from the tactical command post.
- (e) On regular interval gather CISM team members and brief each other on the situation.
- (f) CISM team members may be re-directed to areas in need of additional support.
- (g) Ensure the CISM team debriefing report is completed.

Critical incidents the CISM team may respond to include, but are not limited to:

- (a) Officer discharging their weapon.
- (b) Officer/fellow officer injured.
- (c) Suspect seriously injured.
- (d) Child seriously injured or killed.
- (e) Disasters.
- (f) Sensational media coverage.
- (g) Any other precipitating incident or situation.

Defusing, debriefing and demobilization process should be implemented as follows:

- (a) Diffusing should be implemented immediately or shortly after a traumatic event. The defusing usually takes between 20 and 45 minutes to complete. Location of defusing should be large enough to accommodate the group and free from distractions.
- (b) Debriefing should be implemented with 48 to 72 hours after the traumatic event. The debriefing usually takes between 2 and 2-1/2 hours. The location of the debriefing should be large enough to accommodate the group and free from distractions, preferably away from the Police Department building.
- (c) Demobilization should be implemented immediately after personnel are released from a large-scale scene and before they return to normal duties. Demobilization usually takes between 10 and 15 minutes. Demobilization should be large enough to accommodate the group and free from distractions.
- (d) Confidentiality should be respected. Individuals should be informed about the confidentiality limits of statements made in an open forum. Individuals should make statements only from a personal perspective (no speaking for anyone else). In sensitive situations (i.e., under investigation), individual's may share their feelings and emotional responses.

348.4 PARTICIPATION IN THE PROGRAM

Redding Police Department personnel, chaplains, and associate members selected for participation in the CISM program will be chosen via the following criteria:

- (a) Expressed desire to be a member of the CISM team.
- (b) No work restrictions involving psychological stress.

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- (c) Full-time paid employees of the Redding Police Department who have successfully completed the Field Training Program (or equivalent training program prior to appointment).
- (d) Membership in the Redding Police Department Peer Support Program.
- (e) Associate members (chaplains/mental health professionals) who have received necessary training and approval by the program coordinator.

CISM personnel may be removed for cause by the Peer Support/CISM program managers and supervisors or by the Chief of Police or his designee.

- (a) In such cases, a decision will not be made until the facts of the situations are reviewed by the Peer Support/CISM managers and supervisors and reviewed by the Chief of Police.

348.5 CISM TEAM MEMBERS DUTIES

CISM team members are Redding Police Department personnel responsible for assisting in the debriefing process. The following is a list of CISM team member duties:

- (a) Attend team meetings and in-service training.
- (b) Serve as team member during debriefing process.
- (c) Initiate contact with individuals involved in or affected by a critical incident.
- (d) Assist in the team selection process.
- (e) Have the ability to lead/facilitate the debriefing process.
- (f) Represent the CISM team to the community.
- (g) Follow-up on individuals as needed.

348.6 PEER SUPPORT MEMBERS DUTIES

Members of the Redding Police Department Peer Support Program who are selected to assist with the CISM team have the following duties:

- (a) Attend team meetings.
- (b) Assist the CISM team.
- (c) Follow-up on individuals as needed.

348.7 CISM TEAM ASSOCIATE MEMBERS DUTIES

The CISM team associate members are mental health professionals or police chaplains and have the following duties:

- (a) Attend team meetings and in-service training.
- (b) Assist in debriefing process.
- (c) Assist as a professional referral for individuals affected by a critical incident.
- (d) Follow-up on individuals as needed.

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