

ICAC Wellness and Employee Resilience Program

932.1 PURPOSE AND SCOPE

The purpose of this policy is to establish guidelines to ensure employees are assisted in limiting the potential for secondary or vicarious trauma due to their exposure to images and videos depicting child sexual abuse. The Redding Police Department recognizes that research has identified that those individuals who are required to view child sexual abuse images at work may experience specific stressors associated with their exposure to such images and videos of child sexual abuse.

932.2 POLICY

The Redding Police Department recognizes that research has identified that those individuals who are required to view child sexual abuse images at work may experience specific stressors associated with their exposure to images or videos depicting child sexual abuse. To support its members, Department has created an Employee Wellness and Employee Resilience Program. This program is in addition to the existing City of Redding Employee Assistance Program.

932.3 PROCEDURE - EMPLOYEE RESILIENCE PROGRAM

The Redding Police Department's ICAC Wellness and Employee Resilience Program will feature the following:

- (a) The program should include elements (e.g., education, intervention, counseling services, and evaluation) that are administered by a professional with specialized training in trauma intervention, ideally secondary trauma, if the specialty is available.
- (b) The professional care provider should be an outside resource, not an employee of the City of Redding. This ensures confidentiality and helps remove barriers to open communication. Confidentiality can be maintained by assigning random code numbers to task force members to be used when the task force member meets with the Mental Health Provider (MHP). The services of the MHP will be provided at no cost to the employee.
- (c) Strong consideration should be given to making select elements of the program mandatory such as meeting with the MHP annually on an individual basis or as part of a group, and wellness trainings. All members who are exposed to images or videos depicting child sexual abuse of are encouraged to meet with the MHP when they are experiencing any symptoms of secondary (vicarious) trauma. This removes any stigma for employees who want to seek help and can increase employee awareness of the subtle, cumulative effects that regular exposure may produce.
- (d) The MHP will explain to officers/investigators that participating in the Employee Resilience Program is not a "Fit for Duty" assessment.

Redding Police Department

RPD Policy Manual

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932.4 PROCEDURE - PROMOTING "SELF-CARE"

The Redding Police Department recognizes that research has identified that those individuals who are required to view child sexual abuse images at work may experience specific stressors associated with their exposure to images or videos depicting child sexual abuse. To ensure that employees are assisted in limiting the potential for secondary or vicarious trauma, members are encouraged to participate in "Self Care" activities.

The Department encourages all members to participate in "Self Care" by doing the following:

- (a) Meet with the City of Redding Mental Health Provider (MHP) both semi-annually as directed by a supervisor and as needed for individual and/or group meetings.
- (b) Attend Wellness trainings to increase the member's knowledge and awareness of the potential for secondary/vicarious trauma and the methods that can be employed to decrease the chances to experience secondary/vicarious trauma.
- (c) With the support of the City of Redding MHP, create a "Safety Plan" to assist the member in decreasing the chance to experience secondary/vicarious trauma.
- (d) This "Safety Plan" might include strategies/activities such as:
 - (a) Taking a break from exposure to take a walk.
 - (b) Talking to a friend or co-worker.
 - (c) Do not participate in any exposure to child pornography within a half hour of leaving work for the day.
 - (d) Do a different work activity for an hour.
 - (e) Go home (If allowed by your Supervisor)
 - (f) Contact the task City of Redding MHP.
 - (g) Have plenty of activities/hobbies outside of work that are relaxing and stress reducing.