



POST-SHOOTING INCIDENT PROCEDURE **GENERAL ORDER #12.06**

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Pages: 4

Persons Affected: All sworn and patrol personnel **Authority:** Laura Wilson, Director

IACLEA Standards:

Revision History

Replaces SUDPS General Order #12.06 (07/07/10)

PURPOSE

The purpose of this *Order* is to provide guidelines that shall be uniformly applied following any officer-involved shooting incident that has resulted in death or serious injury in order to minimize the chances that involved personnel will develop or suffer from post-traumatic stress disorder.

POLICY

It shall be the policy of the Sheriff's Office *and the Stanford University Department of Public Safety* to take immediate action after an officer-involved shooting incident to safeguard the continued good mental health of all involved personnel.



DEFINITIONS

TERM	DEFINITION
<i>Post-Traumatic Stress Disorder (PTSD)</i>	<i>An anxiety disorder that can result from exposure to short-term severe stress, or the long-term buildup of repetitive and prolonged milder stress.</i>
<i>Officer-Involved Shooting Incident (OIS)</i>	<i>A line-of-duty incident where shooting causes death or serious injury to an officer or other person.</i>

PROCEDURE

A. HANDLING OF OFFICERS AT SCENE OF SHOOTING INCIDENT

1. A supervisor shall be dispatched to the scene of the incident, and shall assume primary responsibility in the handling *and protecting of the scene* as well as the caring for involved personnel.
2. The supervisor shall make appropriate arrangements for all necessary medical treatment.
3. During any period where the involved *deputy(s)* is required to remain on the scene, but has no immediate duties to fulfill, the deputy should be taken to a quiet area away from the actual scene of the incident. A peer counselor or other supportive officer should remain with the deputy, but should be advised not to discuss details of the incident and must adhere to this advisement.
4. The supervisor should arrange for the deputy directly involved in the incident to leave the scene as soon as possible, and be taken to a quiet, secure location. *If more than one deputy is directly involved they should be separated as soon as practical to ensure that statements and recollections of events are independent.*
5. Where possible, the supervisor shall briefly meet with the involved deputy.
 - a. No stimulants or depressants should be given to the deputy unless administered by medical personnel.
 - b. Only minimal, preliminary questions should be asked about the incident. These questions should be limited to number of shots fired, direction of shooting and any outstanding suspects. The deputy should be advised that a more detailed debriefing will be conducted at a later time.



- c. Any standard investigations that will occur concerning the incident should be discussed with the deputy.
 - d. The deputy should be advised that they may seek legal counsel.
 - e. The deputy should be advised not to discuss the incident with anyone except a personal or agency attorney, union representative, or departmental investigators, until the conclusion of the preliminary investigation.
6. The supervisor shall take custody of the deputy's duty weapon, *body worn camera*, and utility belt as well as any secondary weapons that the deputy might have, *handling and treating the weapons and equipment as evidence*. This should be accomplished in a discrete manner and the deputy should be given information as to how and when it will be replaced.
 7. Involved deputies should be allowed to notify their families about the incident as soon as possible. Where a deputy is unable to do so, a Sheriff's Office *and/or SUDPS* official shall personally notify the family, and arrange for their transportation to wherever the deputy was taken.
 8. At all times, when at the scene of the incident, the supervisor should handle the deputy and all involved personnel in a manner that acknowledges the stress that may be caused by the incident.

B. POST-INCIDENT PROCEDURE

1. Involved personnel shall be removed from line duties pending evaluation, but shall remain available for any necessary investigations.
2. All deputies who discharged their weapon in an officer-involved shooting incident shall be placed on Administrative Leave for a minimum of one work week and shall be required to contact the Sheriff's Office *or Stanford University Department of Public Safety's* designated specialist for counseling services.
3. The Sheriff's Office *and the Stanford University Department of Public Safety* strongly encourage the families of the involved deputy to take advantage of available counseling services.
4. Any Sheriff's Office, *Stanford University Department of Public Safety* investigation of the incident shall be conducted as soon and as quickly as practical.
5. The *Stanford University Department of Public Safety*, *in coordination with the Sheriff's Office*, should provide brief information to other SUDPS department members concerning the incident, so that rumors are kept to a minimum.
6. All personnel involved in a shooting incident should be advised that they are not permitted to speak with the media about the incident. Involved personnel shall



refer inquiries from the media to the Sheriff's Office spokesperson, unless otherwise authorized to release a statement pertaining to the incident. *The Sheriff's Office Public Information Officer shall have primary responsibility for the dissemination of media information in any SUDPS shooting incident and shall coordinate all press releases with the SUDPS P.I.O.*

7. Deputies directly involved in the shooting incident shall be required to re-qualify as soon as practical *with a Sheriff's Office or SUDPS rangemaster.*
8. If a new weapon is required to be issued during the time of the investigation, the weapon will be issued by the *SUDPS Rangemaster* and the employee will be required to qualify immediately with that weapon.

C. DAILY STRESS REDUCTION

1. As post-traumatic stress disorders may not arise immediately, or the deputy may attempt to hide the problem, each supervisor is responsible for monitoring the behavior of their staff for symptoms of stress.
2. A supervisor may request that a deputy seek assistance or counseling from a mental health specialist upon a reasonable belief that stress may be disrupting the *deputy's* job performance. This request shall be submitted via the chain of command *to the Director Public Safety* and treated as confidential.

D. TRAINING

1. *The Stanford University Department of Public Safety* shall provide employees with training pertaining to post-traumatic stress disorders and the uniform procedure contained in this policy.
2. Supervisors are responsible for making available to their staff information about the *Stanford University Department of Public Safety* peer counseling group and mental health services.