



OFFICER IN CRISIS TEAM GENERAL ORDER #15.03

Adopted: 08/04/2006

Replaces: Sheriff's G.O. #3224, 3225

POLICY

The *Sheriff's Office* Officer In Crisis Team is available to any member of the *Stanford University Department of Public Safety* to provide immediate and confidential assistance to employees experiencing severe stress.

PROCEDURE

- A. The Officer In Crisis Team is a team of specially-trained employees of the Sheriff's Office that is available to respond to the scene of a critical incident or other situation involving employees who may be experiencing severe stress. The team's purposes are to evaluate the needs of the affected employees, to provide personal support and assistance when requested, and to facilitate critical incident debriefings. The Officer In Crisis Team is selected by, and reports to, the Undersheriff.
- B. Critical incidents include:
1. An incident where a serious injury or fatality has occurred,
 2. An officer involved shooting,
 3. An employee seriously injured while performing his or her duties,
 4. An employee exposed to serious disease or hazardous material,
 5. A stressful incident, such as a natural disaster or a workplace or school grounds shooting,
 6. A severe on-duty reaction to prescription or over-the-counter drugs.

- C. Any on-duty *SUDPS* employee who believes that he or she or another employee is in need of the services of the Officer In Crisis Team may request the services of the team by contacting the *Sheriff's Office Stanford Liaison Captain* via the chain of command. The *Sheriff's Office Stanford Liaison Captain* will immediately notify the Officer In Crisis Team commander, using the contact telephone number maintained at the Operations Desk, Headquarters Patrol. The Officer In Crisis Team commander will notify two team members to respond to the location of the affected employee.
- D. Any on-duty *SUDPS* employee who believes that he or she or another employee is in need of the services of the Officer In Crisis Team may contact any Officer In Crisis Team member directly for assistance.
- E. When the Officer In Crisis Team is called out to a location of a critical incident, the Officer In Crisis Team commander shall contact Affiliated Psychologists and advise them that *the Stanford University Department of Public Safety* has been involved in a critical incident and request that they respond to the location for briefing and deployment as needed.
- F. Members of the Officer In Crisis Team shall maintain confidentiality of any conversations held with employees; however, members of the team shall prepare a confidential report and this report will be forwarded to the Undersheriff and *SUDPS* Chief. This report shall be considered confidential and the information contained in the report may only be disseminated on a need to know basis at the direction of the Undersheriff.
- G. Members of the Officers In Crisis Team do not conduct "incident debriefings" relating to the facts of the incidents themselves and do not conduct interviews of involved deputies to determine the facts of the incidents. Members of the Team may, however, become aware of issues involving misconduct or fitness for duty that will be addressed in the confidential report to the Undersheriff, *who shall in turn notify the Director of Public Safety of those issues.*
- H. Training of the Officer In Crisis Team shall take place no less than once per year as directed by the Undersheriff.



LAURA WILSON
DIRECTOR