

WATERTOWN POLICE DEPARTMENT GENERAL ORDER



JOANNA W. VITEK
CHIEF OF POLICE

Effective Date: August 1, 2008	Rescinds: A-155 (May 2001) Amends:	Number: A-155
Subject: Critical Incident Stress Debriefing		Re-evaluation Date: August, 2011
Distribution: ALL PERSONNEL	Related CALEA Standards:	

This order consists of the following numbered sections:

1. Policy
2. Procedures

1. POLICY

It is the policy of the Watertown Police Department that Critical Incident Stress Debriefing (CISD) should be easily accessible and readily available upon request to its employees. This debriefing is a psycho-educational process and does not necessarily take place of professional counseling if needed. Its purpose is to provide a structured environment where an employee can ventilate about the reaction he/she experienced to reduce the impact through group discussion.

2. PROCEDURES

a. Critical Stress Exposure Incidents

- i. Critical stress exposure incidents occur continually and each individual can experience varying levels of stress as a result of these incidents. Following is a partial listing of those incidents that may require a CISD:
 1. Serious injury, suicide, or death of a co-worker.
 2. Serious injury, death or suicide of a civilian where the sights, sounds or smells are so distressing as to produce a high level of immediate or delayed emotional reaction.
 - a. Any other incident where the sights, sound or smells are so distressing as to produce a high level of immediate or delayed emotional reaction.
 3. A near death experience.
 4. Incident where individual causes serious injury to, or is involved in taking the life of a person.
- ii. Initiating a CISD response is the responsibility of the supervisor
 1. The supervisor is responsible to initiate the primary activation of the response team. This is to be accomplished by talking with those involved with the incident and determining from their response if a debriefing is needed. This should be done as soon as possible after the occurrence of the incident. Ideally CISD will occur within 24 to 72 hours. The supervisor will notify the shift commander as to the need of CISD.
 2. The Chief will make the decision on whether the CISD will occur, or in his absence the shift commander or supervisor.
 3. The Human Service Agency has on staff qualified counselors available for the CISD, and appointments will setup through their office.
 4. Officers on the Department who have had training on CISD may be asked to assist with the process.

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