

POLICE1) CHECKLIST

Is your agency ready for meaningful wellness measures?

Use this checklist to determine if your agency is ready for meaningful organizational and officer wellness support. If you answer no or have difficulty answering these questions, consider building a program around these best practices.

- Does your department have an employee assistance program (EAP)?
- Do you have peer-support resources for officers?
- Do your officers have an external, confidential source to go to for assistance?
- Are your supervisors trained to recognize signs of chronic stress or adverse reactions?
- What does your insurance cover in terms of substance use disorders and/or mental health issues?
- Are you self-insured? You may have more leverage securing treatment for a member than you realize.
- What are the out-of-pocket costs, if any, associated with treatment?
- Do you have resources (preventive measures) available that contribute to the physical/mental health of your members? Think resilience education and a culture that understands and promotes self-care.
- Do you have a mechanism in place for spousal support?
- Are you aware of the state regulatory guidelines with respect to first responders and mental health treatment?
- Do you have a best practices model in place to assist officers after critical incidents?
- Have you located, vetted and spoken with mental health professionals in your area who specialize in treating first responders?
- Are you disseminating information on a departmentwide level that reinforces your support of personnel seeking help, and are you doing that consistently?
- Do you have a chaplaincy program to assist with employee outreach?
- Are you making all this information available to recruits in the academy?