

MARSHALL POLICE DEPARTMENT POLICY		TITLE: POST OFFICER INVOLVED DEATH	
ISSUE DATE: Sept 24, 2015	UPDATED: Aug 7, 2018	SECTION: Administrative	FILE NAME: POST OFFICER INVOLVED DEATH
POLICY SOURCE: Chief John Nault			TOTAL PAGES: 2
SPECIAL INSTRUCTIONS:			

I. PURPOSE

This order requires the removal of any officer from line duty assignment, pending administrative review, when such officer has used force resulting in death or serious physical injury.

II. POLICY

It is the policy of this Department to prevent public confrontations with officers who have not exceeded the scope of their authority and to protect the community's interests from those officers who have, to allow time for the completion of appropriate investigations, and to assure that the officer is mentally capable of continuing their duties.

III. DEFINITIONS

Post-Traumatic Stress Disorder: An anxiety disorder that can result from exposure to a traumatic event and is diagnosed as such if symptoms persist after 30 days.

Acute Stress Disorder: An anxiety disorder that can result from exposure to a traumatic event and occurs within 30 days of exposure.

Officer-Involved Shooting Incident: An incident where a law enforcement officer fires his or her weapon in the course of his or her duties. This is not limited to causing serious bodily injury to an officer or other person. It can include firing the weapon accidentally, or missing the intended target during the shooting.

Debriefings: In the context of this policy, a formal process that is conducted by a qualified mental health professional to address the psychological and emotional effects of the officer-involved shooting.

Agency Briefing: An informational administrative report on what happened during the officer-involved shooting.

Qualified Mental Health Professional (QMHP): Any individual who is licensed as a mental health professional and has an in-depth understanding of the law enforcement culture.

IV. PROCEDURES

A. Post-Incident Procedures

1. The officer will be placed on mandatory leave with pay, but shall remain available for any necessary administrative investigations. It is important that the officer and the public understand the leave period is not a disciplinary suspension.
2. The officer will not discuss the incident with anyone other than city/district/states attorneys; his/her own attorney/union representatives; personnel assigned to the

investigation; clergy; psychologists/psychiatrists; and possibly family. The officer is not permitted to speak to the media about the incident, unless otherwise authorized.

3. The officer shall be **REQUIRED** to attend a one-on-one or group debriefing provided by a QMHP as soon as reasonably possible. After the QMHP meets with the officer, and with the officer's understanding, the agency shall be advised of:
 - a. Whether it would be in the officer's best interest to have additional leave; and
 - b. The best continued course of counseling and intervention.
4. Follow up counseling services should be made available to the officer. The initial follow-up should be face to face.
5. This department strongly encourages the family of the officer to take advantage of available agency mental health/counseling services. It is recommended family/relationship joint counseling services be offered to the officer and his or her family or significant other whenever possible.
6. In order to promote trust and encourage the use of mental health and counseling services, all one-on-one debriefings and other individual counseling sessions shall be kept confidential and shall not have any bearing on the officer's fitness-for-duty evaluation. Any information provided to the QMHP will be used solely for return-to-work status recommendations. Whenever possible, the QMHP involved with the post-shooting counseling should not conduct this department's fitness-for-duty examinations.
7. Any agency investigation of the incident shall be conducted as soon as practical. This department shall make every effort to expedite the completion of any administrative or criminal investigations with the understanding that it can decrease the negative distress reactions that the officer may experience. The officer should be informed of the progress and any outcomes of the investigation on a regular basis.
8. As soon as reasonably possible, an agency briefing concerning the incident should occur so that rumors are kept to a minimum.
9. In bringing back the officer for normal active duty assignment, the Chief will consider the outcomes from the investigations made, the officer's opinion, other supervisor's opinion, and any other pertinent information that may be at their disposal.

B. Daily Stress Recognition

1. Physical, cognitive, emotional, and behavioral reactions or problems may not arise immediately, such as acute stress disorder and/or post-traumatic stress disorder. The officer may attempt to hide his or her problems. Supervisors are responsible for monitoring the behaviors of unit members for any adverse reactions or symptoms.
2. A supervisor may order an officer to seek assistance or counseling from a QMHP upon a reasonable belief that stress may be disrupting the officer's job performance.

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John Nault
Chief of Police