

Psychological Services

216.1 PURPOSE

There are times when Department employees will be involved in traumatic situations and these events may cause post-traumatic stress. Post-traumatic stress is a normal reaction to a highly stressful or terrifying event. Symptoms may include fear, anxiety, flashbacks, insomnia, nightmares, and uncontrollable thoughts about the event. The Department recognizes that early intervention by trained counseling professionals can serve to mitigate the symptoms of post-traumatic stress and contribute to the positive mental health of employees.

The purpose of this policy is to promote the well-being of all employees by establishing procedures for the utilization of the Department-recognized counseling professionals.

216.2 COUNSELING SERVICE

The Counseling Team International (TCTI) is a contracted mental health provider for employees of the Irvine Police Department. Department employees may contact TCTI at 800-222-9691 to receive voluntary counseling services free of charge (up to 10 sessions). Counseling sessions are confidential between the employee and the treating therapist. The Department will not receive notification that the employee is being treated and information obtained by the therapist will not be disclosed to anyone without the consent of the employee. Limitations to confidentiality, including mandated reporting laws, should be discussed with the therapist prior to treatment.

In the aftermath of a critical incident or traumatic event, Department supervisors and managers shall provide the number for TCTI to employees when needed or requested. Employees should also be provided with additional resources, including access to members of the Department's Peer Support Team (IPD Policy 214) and/or Department chaplains (IPD Policy 215).