

Chesterfield County Police

Critical Incident

Stress Management

Peer Support Team

NEED MORE INFORMATION

Our peer supporters are always ready to answer questions and are available on a 24/7 basis with trusted confidentiality. Our current Peer Support Team and contact information can be found on both PoliceNet and Mobile Net.

MISSION STATEMENT

The Chesterfield County Police Department has recognized the value of providing a way for their employees and their family members to deal with personal and/or professional problems. A successful approach to this problem has been to provide a program which offers a non-professional (peer) support program in addition to the current professional Employee Assistance Program (EAP). The peer support program is composed of both sworn and non-sworn department members who have volunteered to make themselves available to any member of the department. This will provide a way for the Chesterfield County Police Department employees to talk out personal and/or professional problems confidentially with someone who understands and cares.

Professional services are provided from the following sources:

Chesterfield County Mental Health Center

Dr. Jon Moss, PhD, ABPP

*Employee Assistance Program/
ComPsych Guidance Resources*

Chesterfield County Chaplains' Program

Chesterfield County Police Department Peer Support



"People Who Care"

Critical Incident Stress Management Program

WHAT IS PEER SUPPORT?

It's a way for employees and/or family members to confidentially talk about personal or professional problems with trained co-workers, or other police department employees/family members, who have "been there" and/or understand what it's like.

WHY PEER SUPPORT?

Stress is the key word. Positive stress, as a survival tool, is essential in life. Negative stress can create many problems, such as memory loss, difficulty in making decisions, forgetfulness, not getting along with others (especially family), self-destructive behavior, health and emotional problems, job burnout, and the list goes on.

DOES THE PROGRAM HAVE THE SUPPORT OF OUR CHIEF-OF-POLICE?

The Chief and his administration believe the Peer Support Program best serves the many needs of all Department members and their families.

Examples are:

Immediate professional assistance provided at no cost to the employee whenever a member of the Department is involved in a critical incident (e.g., officer-involved shooting, or any major trauma or tragedy.)

In less urgent matters, the peer support member may refer an employee to any number of resources and programs.

WHAT KIND OF PROBLEMS CAN BE SHARED WITH PEER SUPPORTERS?

There is no limit as to the types of "life problems" you can discuss with a peer supporter. Many problems will resolve themselves by talking them out.

Some of the most common concerns brought to peer supporters' attention are: divorce, retirement, disability, problems with co-workers or administration, family, marriage, finances, grief, substance dependency, religious or spiritual matters, legal issues, emotional/physical health issue and career goals.

WHAT IS CONFIDENTIALITY?

This is where trust begins. All communication between you and a peer supporter is CONFIDENTIAL and considered privileged by the Department, **except** for matters which involve a threat to life, or a serious or dangerous violation of the law.

Peer supporters will not be interviewed, nor shall they discuss details of a support session with any other personnel.

WHEN AND WHERE ARE PEER SUPPORT SESSIONS HELD?

Unless the circumstance demands immediate attention, sessions are conducted during off-duty time, at a location that will provide the greatest amount of privacy and comfort for effective sharing.

WHO ARE THE "TRAINED CO-WORKERS" WHO BECOME PEER SUPPORT MEMBERS?

They are your partners, friends who have been trained to LISTEN, to the nature and depth of your concerns, and to EXPLORE avenues for resolving them, whenever necessary, to REFER you to the appropriate resources in your need area.