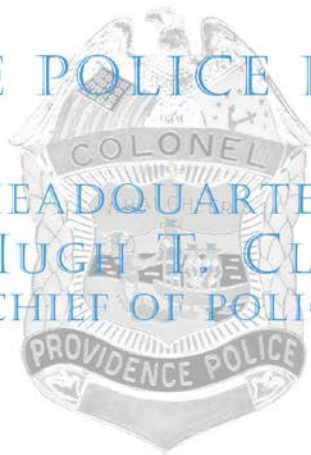


# PROVIDENCE POLICE DEPARTMENT

HEADQUARTERS  
COLONEL HUGH T. CLEMENTS, JR.  
CHIEF OF POLICE



<b>TYPE OF ORDER</b>	<b>NUMBER/SERIES</b>	<b>ISSUE DATE</b>	<b>EFFECTIVE DATE</b>
General Order	250.08	9/25/2020	9/25/2020
<b>SUBJECT TITLE</b>		<b>PREVIOUSLY ISSUED DATES</b>	
Officer Wellness Unit		N/A	
<b>REFERENCE</b>		<b>RE-EVALUATION DATE</b>	
N/A		9/25/2020; 1/8/2020	
<b>SUBJECT AREA</b>		<b>DISTRIBUTION</b>	
Conditions and Benefits of Work		All Sworn Personnel	

## **PURPOSE**

The purpose of this policy is to establish the Officer Wellness Unit (OWU) within the Providence Police Department.

## **POLICY**

It is the policy of the Providence Police Department that the Officer Wellness Unit (OWU) be established in recognition of the fact that physical, mental, and emotional wellness is vital to its officers and their families, and essential to the mission of the Department.

## **DISCUSSION**

N/A.

## **PROCEDURE**

### **I. UNIT GOALS**

- A. The Goals of the OWU will be to:
  1. Identify and enhance existing wellness resources.
  2. Develop and provide wellness education.
  3. Collaborate with academic institutions on innovative Law Enforcement studies.
  4. Develop partnerships with health and wellness providers.

5. Stay abreast of wellness program best-practices through research.
6. Develop and administer a fitness and preventative health incentive program.

## **II. SERVICES**

- A. The services provided by the OWU will be as follows:
  1. Resource identification: linking existing or finding needed resources that best fit an employee's needs whether in answer to a personal or professional issue. Continually seek out new resources to offer employees.
  2. Check on employees: calling an employee that coworkers are concerned about but may not feel comfortable calling and letting them know about available services. Anonymous requests will be kept completely confidential at the employee's request.
  3. Provide educational seminars and workshops: workshops and training seminars will be coordinated and facilitated around the issues that are important to employee well-being and health.
  4. Share important Law Enforcement studies and collaborate with academic institutions willing to partner on studies important to members of the department.

## **III. CONFIDENTIALITY**

- A. The acceptance and success of the Providence Police Department's OWU will be determined, in part, by the observance of confidentiality. It is imperative that the strictest confidentiality of all information learned about an individual be maintained, within the guidelines of the program.
- B. Communication between OWU personnel and a peer is considered confidential except for matters that involve the following:
  1. Danger to oneself.
  2. Danger to others.
  3. Suspected child abuse.
  4. Domestic violence.
  5. Factual elder abuse.

#### **IV. UNIT DUTIES AND RESPONSIBILITIES**

##### **A. Wellness Advisory Committee**

1. The unit maintains an advisory committee comprised of medical doctors, psychologists, other mental health practitioners, researchers, employee union representatives, chaplains and cross representation of department members. The committee meets on an as-needed basis and serves to provide expert advice to the wellness unit staff.

##### **B. Oversight and support of the Peer Support Program.**

1. The Commanding Officer of the OWU will be responsible for oversight and support of all activities associated with the Peer Support Unit and will receive monthly reports pertaining to activities, trainings and services provided by that unit. These reports will not contain names of persons provided with services and shall remain confidential to the Peer Support Unit unless falling under the guidelines of exceptions to confidential information outlined elsewhere in this policy.

##### **C. Civilian Resilience Training.**

1. Civilian employees of the Providence Police Department will be provided annual training in employee well-being coordinated by the Wellness Unit and facilitated by the Training Division.

##### **D. Advanced Officer Training**

1. The OWU will assist in developing annual trainings in the areas of police suicide, risky and ineffective coping behavior, anger management, substance abuse, physical and spiritual fitness and a variety of other issues.

##### **E. Help Resource Training**

1. The OWU will assist in the development of training sessions to all Department help resource members, including but not limited to peer support personnel, peer support members and the chaplains.

##### **F. New Employee Orientations**

1. Upon request, the OWU will provide employee orientations to any new employees to the department. Requests can be made through any of the unit member.

##### **G. Educational Seminars**

1. The unit facilitates frequent wellness related educational presentations for department members and their families and will provide unit specific training to any unit requesting these services.
- H. Wellness Newsletter

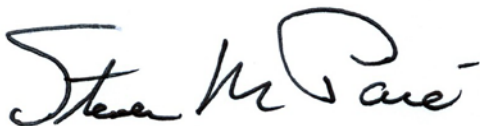
1. A quarterly newsletter will be published featuring wellness topics and current organization and occupational trends. The newsletter will include links to resources within and outside of the organization, as well as profiles of the chaplains, peer support personnel, and peer support members.

**V. PROVISIONS**

A. Recaps.


1. Members of the unit keep a monthly recap of all contacts made for statistical purposes. Minimal demographic information and issue type are gathered to assist the unit in addressing themes for future training and outreach. Names and/or identification numbers are not kept or written anywhere.
2. The OWU will fall under the Administrative Division and report to The Division Commander.

**APPROVED:**



STEVEN M. PARÉ  
COMMISSIONER  
DEPARTMENT OF PUBLIC SAFETY

**APPROVED:**



HUGH T. CLEMENTS, JR.  
COLONEL  
CHIEF OF POLICE