



# LOUDON POLICE DEPARTMENT LOUDON, TN



## Chapter 4

Subject: Post-Shooting Incident	Effective Date: 2/27/2006	Revised Date: 2/15/2020
Title: Post-Shooting Incident Policy	Pages: 5	Distribution: All Officers
Cross Reference:	Chief of Police Approval:	

### Purpose

The purpose of this directive is to provide guidelines that shall be uniformly applied following any officer-involved shooting incident that has resulted in death or serious bodily injury, in order to minimize the chances that involved personnel will develop or suffer from post-traumatic stress disorder.

This directive shall consist of the following sections:

- I. Policy
- II. Procedures
  - a. Handling of Officers at Scene of Shooting Incident
  - b. Post-Incident Procedures
  - c. Daily Stress Recognition
  - d. Training

I. Policy

Law enforcement duties can often expose officers and support personnel to mentally painful and highly stressful situations that cannot be resolved through normal stress coping mechanisms. Unless adequately treated, these situations can cause disabling emotional and physical problems. It has been found that officer-involved shootings resulting in death or serious bodily injury to a citizen or a fellow officer may precipitate such stress disorders. It is the responsibility of the Loudon Police Department to provide personnel with information on stress disorders and guide and assist in their deterrence. Therefore, it shall be the policy of the Loudon Police Department to take immediate action after such incidents to safeguard the continued good mental health of all involved personnel.

II. Procedures

a. Handling of Officers at Scene of Shooting Incident

- i. A supervisor should be dispatched to the scene of the incident, and should assume primary responsibility in caring for involved personnel.
- ii. The supervisor should make appropriate arrangements for all necessary medical treatment.
- iii. During any period where the involved officer is required to remain on the scene, but has no immediate duties to fulfill, the officer should be taken to a quiet area away from the scene of the incident. A peer counselor or other supportive friend of the officer should remain with the officers, but should be advised not to discuss details of the incident.
- iv. The supervisor should arrange for the officers directly involved in the incident to leave the scene as soon as possible, and to be taken to a quiet, secure setting.
- v. Where possible, the supervisor should briefly meet with the involved officers.
  1. No stimulants or depressants should be given to the officers unless administered by medical personnel.
  2. Only minimal, preliminary questions should be asked about the incident. The officers should be advised that a

more detailed debriefing will be conducted at a later time.

3. Any standard investigations that may occur concerning the incident should be discussed with the officers.
  4. The officers should be advised that they may seek legal counsel.
  5. The officers should be advised not to discuss the incident with anyone except a personal attorney, Loudon Police Department attorney, or departmental investigator until the conclusion of the preliminary investigation.
  6. A drug and alcohol test may be administered to anyone discharging a firearm.
- vi. In the event that the supervisor on duty is involved in the shooting the next senior patrolman will take over the responsibilities of the supervisor until the chief or ranking officer arrives on scene and relieves the officer of their responsibilities.
- b. Post-Incident Procedures
- i. Involved personnel may be removed from line of duty pending evaluation but shall remain available for any necessary administrative investigations.
  - ii. All officers directly involved in the shooting incident may be required to contact a Loudon Police Department designated specialist for counseling and evaluation as soon as practical after the incident. Involved support personnel should also be encouraged to contact such specialists after a shooting incident. After the counseling sessions, the specialist shall advise the Loudon Police Department:
    1. Whether it would be in the officer's best interest to be placed on administrative leave or light duty, and for how long
    2. Where the officers were relieved of their duty weapons after an incident, at what point they should be returned
    3. What will be the best continued course of counseling

- iii. The Loudon Police Department strongly encourages the families of the involved officers to take advantage of available counseling services.
  - iv. Any Loudon Police Department investigation of the incident should be conducted as soon and as quickly as practical. The Chief of Police shall call in the Tennessee Bureau of Investigation or an outside agency.
  - v. The Loudon Police Department should brief other agency members concerning the incident so that rumors are kept to a minimum. Loudon Police Department members are encouraged to show the involved officers their concern.
  - vi. All personnel involved in a shooting incident should be advised that they are not permitted to speak with the media about the incident. Officers shall refer inquiries from the media to a designated Loudon Police Department spokesperson, unless otherwise authorized to release a statement pertaining to the incident.
  - vii. In order to protect against prank or abusive calls, officers should be advised to have home calls answered by another person for several days if their names are released to the public.
  - viii. Officers directly involved in the shooting incident may be required to re-qualify as soon as practical.
- c. Daily Stress Recognition
- i. As post-traumatic stress disorders may not arise immediately or the officers may attempt to hide the problem, each supervisor is responsible for monitoring the behavior of unit members for symptoms of the disorder.
  - ii. A supervisor may order an officer to seek assistance or counseling from a mental health specialist upon a reasonable belief that stress may be disrupting the officer's job performance.
- d. Training
- i. The Loudon Police Department should provide employees with training pertaining to post-traumatic stress disorders and the uniform procedures contained in this policy on a regular basis.

- ii. Supervisors are responsible for making available to their unit members information about the Loudon Police Department's Employee Assistance Program.