

## RENO POLICE DEPARTMENT GENERAL ORDER

This directive is for internal use only and does not enlarge this department's governmental entity's and/or any of this department's employees' civil or criminal liability in any way. It is not to be construed as the creation of a particular standard of safety or care in an evidentiary sense, with respect to any complaint, demand for settlement, or any other form of grievance or litigation. Violations of this directive, if substantiated, can only form the basis for intra-departmental administrative sanctions.

Chief of Police: Jason Soto /s/		
Approving Deputy Chief: Thomas Robinson /s/		
General Order No:T-425-20	Issue: Feb 18th, 2021	
General Order Title: <b>PEER SUPPORT PROGRAM</b>		

### I. POLICY

The Reno Police Department recognizes that its most valuable resource are its employees. The Reno Police Department's Peer Support Program is intended to provide department personnel with an informal network of resources and to provide a source of intervention for employee's dealing with personal and/or professional issues. In compliance with NRS 281.805 (or its successor law), this policy seeks to clarify roles, responsibilities and limitations to both the Peer Support process and the agency's access to relevant information.

### II. DEFINITIONS

**Counselor** – means a person who:

- (1) Has received training in peer support counseling and in providing emotional and moral support to law enforcement or public safety personnel who have been involved in or exposed to emotionally traumatic experiences in the course of their employment; and
- (2) Is designated by a law enforcement agency, public safety agency or employee assistance program to provide the services described in subparagraph (1).

**Employee Assistance Program** – means a program provided by a law enforcement or public safety agency to provide counseling services to its personnel through the use of law enforcement or public safety personnel who have received special training to act as peer support counselors. (For purposes of this General Order, this term does not refer to the Citywide EAP service contracted by the City of Reno.)

**Law enforcement or public safety personnel** – includes, without limitation, peace officers, sheriffs' deputies, corrections officers, probation officers, firefighters, paramedics, emergency dispatchers or any other employee or volunteer reserve member of a law enforcement or public safety agency whose duties involve emergency response or criminal investigation.

**Peer support counseling session** – means any counseling formally provided through a peer support program between a counselor and one or more law enforcement or public safety personnel.

### III. RESTRICTIONS

Any communication made between parties during a peer support counseling session is confidential and must not be disclosed by any person participating in the peer support counseling session unless:

- A. The communication is any of the following:
  - 1. Any explicit threat of suicide;
  - 2. Any explicit threat of imminent and serious physical harm or death to a clearly identified or identifiable person;
  - 3. Any information relating to the abuse or neglect of a child, older person or vulnerable person, or any information that is required by law to be reported; or
  - 4. Any admission of criminal conduct; or
- B. The law enforcement or public safety personnel who were a party to the communication waive the confidentiality of the communication.

#### **IV. PROCEDURES**

The Peer Support Team consists of sworn and non-sworn trained counselors who operate at the direction of, and that report directly to, the Chief of Police/designee. Members of the Peer Support Team are responsible for:

- 1. Providing individual peer support counselling sessions as needed or requested;
- 2. Providing critical incident wellness debriefs as directed by the Chief/designee.
- 3. Responding to incidents to provide support on scene, as directed by the Chief/designee.
- 4. Maintaining confidentiality requirements.
- 5. Reporting of non-confidential disclosures (listed in Section III) for immediate evaluation and/or investigation.