

Section 17



Critical Incident
Stress Management

Critical Incident Stress Management

A. Purpose

The purpose of this policy is to provide employees and their families with stress management techniques after a critical incident.

B. Scope

This policy applies to all employees of Northwest Fire District and their families.

C. Policy

The District shall make Critical Incident Stress Debriefing/Defusing and individual consults available to employees and their families.

D. Guidelines

1. After a critical incident, any individual can request either a debriefing/defusing and/or an individual consult by contacting the Behavioral Health Services Director. The Critical Incident Stress Management (CISM) Team will look for an acute stress response, delayed stress response or cumulative stress response.
2. Supportive debriefings will be scheduled for the following:
 - a. Death or serious injury of a child.
 - b. Death or serious injury of a firefighter/law enforcement officer.
 - c. Prolonged rescue effort.
 - d. Mass casualties.
 - e. High media profile incidents.
 - f. Death of one of our own.
3. Any employee or family member of an employee of the District may contact the C.I.S.M. Team by calling the Behavioral Services Director.

ALL DEBRIEFINGS/DEFUSINGS/INDIVIDUAL CONSULTS ARE HIGHLY CONFIDENTIAL.

There will be no written record that they were even held. All participants in a specific incident shall not speak to the media regarding that incident, and should refer reporters to the Public Information Officer (PIO). All employees and their family members who participate in a debriefing/defusing/individual consult are required to adhere to the above confidentiality rules.