

POLICY REVISION

Department General Order 11.11

Intervention and Resource Program




CITY & COUNTY OF SAN FRANCISCO

Police Department

11.18.2020

PURPOSE OF UPDATING POLICY

This policy was updated to reflect that DGO 11.11 is primarily designed as a resource for members who suffer from problematic and addictive behaviours. DGO 11.11 can be utilized by members without being an arm of any disciplinary process.

STRATEGY	POLICY HIGHLIGHTS
 <p>Strategy: To provide members with timely intervention and recovery resources for problematic and addictive behaviours such as:</p> <ul style="list-style-type: none">• Alcohol use• Drug use• Gambling• Anger management	<p>Members may be mandated to participate in the program as a condition of discipline.</p> <p>The Chief of Police determines the duration of a members participation in the Program.</p> <p>Members can elect to participate in the Program.</p> <p>The Behavioural Science Unit acts as a confidential resource for members and assists in admission to the program.</p>

OVERALL AMENDMENTS

UPDATED POLICY AND PROCEDURES

- The Officer in Charge of the Internal Affairs Division shall ensure that the Program Administrator is notified as soon as possible when a member is referred to the Intervention and Resource Program as a result of disciplinary action.
- If a member fails a substance abuse test, the Program Administrator will immediately notify the Internal Affairs Division who will conduct an investigation following Department protocols.
- The Behavioral Science Unit is a confidential resource to assist members in successfully completing the Intervention and Resource Program.

RECOMMENDATIONS:

- The Intervention and Resource Program is designed to provide resources for members in need.
- Formally update this program in order to emphasize the concept of **Intervention** with members and the **Resources** available to members. These resources can be accessed by members prior to a member's actions that could result in any disciplinary issues.
- The focus of this program is to keep members mentally and physically healthy and to provide assistance to members in need. Healthy members result in safe and productive Police Officers.

Thank you.

Any questions?