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## EVALUATION AND REHABILITATION PROGRAM

This order describes the Department's Evaluation

**Intervention and Rehabilitation Resource Program**, an alcohol abuse program that may be offered to members in appropriate cases to serve either in lieu of or in conjunction with discipline.

### 11.11.01 PURPOSE

The Intervention and Resource Program provides members with intervention and recovery resources for problematic and addictive behavioral issues to include but not limited to substance abuse, gambling, and anger/stress management. Substance abuse may include abuse of alcohol, illegal drugs, prescription drugs or any other substance which could impair an employee's ability to safely and effectively perform the functions of their particular job. The Police Commission and/or the Chief of Police may require members to participate in the Intervention and Resource Program as part of or in lieu of a disciplinary action. This order does not supersede the disciplinary action prescribed in Department General Order 2.01, General Rules of Conduct, Department General Order 2.02, Alcohol Use by Members, or DGO 2.03, Drug Use by Members.

### 11.11.02 POLICY

#### A. PROGRAM ADMINISTRATION

##### The A. DISCIPLINARY POLICY

It is the policy of the San Francisco Police Department that Lieutenant of the Police Commission may offer participation in the Evaluation and Rehabilitation Program to serve in conjunction with or in lieu of a disciplinary suspension or termination. The Chief of Police may also offer participation in the Evaluation and Rehabilitation Program to serve in lieu of or in conjunction with a Chiefs disciplinary suspension.

##### B. PROGRAM ADMINISTRATOR

1. ~~The Commanding Officer of the Personnel Staff Services~~ Division shall be designated as the Program Administrator for the ~~Evaluation~~ **Intervention** and ~~Rehabilitation~~ **Resource** Program. The Program Administrator shall administer the

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program, oversee members' participation, and report ~~periodically~~ to the Police Commission and the Chief of Police as ~~appropriate~~necessary on ~~members'~~a member's compliance. ~~A health professional, who is skilled in the evaluation and treatment of alcohol abuse, will be selected by the Department to provide technical assistance and advice.~~

### C. ELIGIBILITY ASSESSMENT

2. To participate in the Evaluation and Rehabilitation Program, a member must acknowledge a need for help and undergo an eligibility assessment to determine his/her suitability. As part of this assessment, the member may be referred to a physician designated by the Department for a thorough medical evaluation. This evaluation, including physician fees and laboratory costs, shall be paid by the member. 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.
3. The Internal Affairs Division shall monitor and administer the mandatory substance abuse testing component of a member's program contract. If a member fails a substance abuse test, the Internal Affairs Division shall conduct an investigation following Department protocols and immediately inform the Program Administrator.
4. The Behavioral Science Unit is a confidential resource to assist members in successfully completing the Intervention and Resource Program. The Behavioral Science Unit personnel shall report the status of a member's compliance with the Intervention and Resource Program to the Program Administrator. The Behavioral Science Unit personnel shall not divulge information discussed in support sessions per Department General Order 11.04, Peer Support Program.
5. Commanding Officers shall meet with every member under their command who is participating in the Intervention and Resource Program on a monthly basis to provide support and to assess the member's resource needs towards success in the Intervention and Resource Program. Commanding Officers may coordinate these meetings with the Behavioral Science Unit.

**B. MEMBER'S PARTICIPATION**

1. **Mandatory Participation:** Any member ~~mandated to participate~~ participating in the Intervention and Resource Program, as a condition of a disciplinary action, must agree in writing to fully comply with all aspects of their specific Intervention and Resource Program contract. The Police Commission or the Chief of Police may require stipulations in the member's participation contract, which may include, but are not limited to, periodic meetings with the Behavioral Science Unit, abstinence from alcohol and/or drugs, and mandatory substance abuse testing. The Program Administrator will develop a contract tailored to the member and incorporate any stipulations made by the Police Commission or the Chief of Police. The duration of a member's participation shall be determined by the Chief of Police or their designee.
2. **Elective Participation:** Members may elect to participate in the Intervention and Resource Program by contacting the Behavioral Science Unit to confidentially discuss if their situation is appropriate for admission into the Program. The Behavioral Science Unit shall coordinate the elective participation of any member with the Program Administrator.

- ~~1. The Program Administrator will then review the member's personnel file and other relevant documents along with any medical reports to determine the member's suitability.~~
- ~~3. If the member is suitable for participation in the program, the Program Administrator will develop a specific treatment plan.~~

~~D. MEMBER'S RESPONSIBILITIES. A member must agree in writing to fully comply with all aspects of his/her specific treatment plan which may include individual therapy, AA meetings, etc. In addition, a member may be required to participate in a follow up program for up to 18 months.~~

**References**

- DGO 2.01, General Rules of Conduct
- DGO 2.02, Alcohol Use by Members
- DGO 2.03, Drug Use by Members
- DGO 2.07, Discipline Process for Sworn Members
- DGO 11.09, Employee Assistance Program/Stress Unit

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