



Supporting **OFFICER WELL-BEING**

The psychological stress that comes with law enforcement puts officers at significantly higher risk of long-term physical, relational and mental health issues. Perspectives is offering two new programs to support the resilience of law enforcement officers.

PROGRAM I:

Psychological Body Armor for Law Enforcement

Designed to prepare new hires to navigate stress and develop resilience.

The goal of the program is to prepare new law enforcement personnel for the stressors they may encounter and normalize both the feelings and use of the peer support groups. It is about creating a culture where support is a benefit and not an assessment of personal frailty.

The program includes:

- Peer support team training
- A two-hour training during initial onboarding where:
 - A peer support representative describes positive and negative impacts of their work upon themselves and their families and describes how peer support outreach works.
 - A behavioral health consultant outlines the scientific, predictable reactions that frequently accompany potentially disturbing events. The objective is to send the message “You will be shocked. We don’t want you to be shocked by your shock.” Such knowledge has been found to support resilience. Officers are encouraged to identify and implement their own intentional self-care plans.
- An individual check-in after three months of active employment to offer a chance to process their experience in light of the training’s content.
- A second individual check-in after one year of employment to review lessons learned and to adjust self-care plans as indicated.
- Ongoing real-time availability to consult with the peer support team.
- Psychological first aid debriefing groups following particularly impactful events.
- Upon request, proactive outreach to individuals impacted by potentially traumatic events. This contact can also provide triage to other supports.



PROGRAM 2:

“My Kid’s Ashamed That I’m A Cop” Group Support

This support group is designed to help officers process feedback and develop strategies to address stressors tied to current societal polarization regarding law enforcement.



The program includes:

- Facilitation of peer group sessions
- The opportunity to identify and process family stressors tied to the current societal polarization
- Strategies for self-care
- Communication recommendations for talking to family members, including children, about current tensions

About the Facilitator

Bob VandePol is a LMSW and has extensive experience both serving and serving alongside law enforcement organizations. When President of the world’s largest provider of Critical Incident Response services to the workplace, he regularly led teams to support organizations impacted by violent robberies, shootings, bombings, and acts of terrorism including those most prominent in our nation’s history. While Executive Director of an employee assistance provider, Bob consulted with law enforcement leaders to design resilience programs that included training and response to support officer/family wellbeing. A cornerstone of those plans is the Psychological Body Armor program.

IF YOU ARE INTERESTED IN THIS PROGRAM, YOU CAN REACH OUT TO:

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