
	ROSENBERG POLICE DEPARTMENT	
	General Order 6.04 Officer Involved Shootings – Post incident procedures	
	Effective Date: 07-05-2022	Replaces:
	Approved:  Chief of Police	
Reference: N/A		

I. POLICY

Law enforcement duties can often expose officers and support personnel to mentally painful and highly stressful situation that cannot be resolved through normal stress coping mechanisms. Unless adequately treated, these situations can cause disabling emotional and physical problems. For example, it has been found that officer involved shootings resulting in death or serious bodily injury to a citizen or fellow officer may precipitate such stress disorders. It is the responsibility of the Rosenberg Police Department to provide personnel with the information on stress disorders and to guide and assist in their deterrence. Therefore, it shall be the policy of the Rosenberg Police Department to act as soon as possible after such incidents to safeguard the continued good mental health of all involved personnel.

II. PURPOSE

The purpose of this policy is to provide guidelines that shall be uniformly applied following any officer involved shooting in order to minimize the chances that involved personnel will develop or suffer from post-traumatic stress disorder.

III. DEFINITIONS

- A. Post-Traumatic Stress Disorder: An anxiety disorder that can result from exposure to short-term severe stress, or long-term buildup of repetitive and prolonged stress.
- B. An officer-involved shooting incident is defined as an incident where:
 - 1. Officers discharge their weapon in the line of duty to stop a human threat.
 - 2. Officers have been shot by another individual; or shot at by another individual.
- C. Involved Personnel: Officers who discharge their weapon in the line of duty to take human life or to stop a human threat, officers that have been shot by another individual, officer that have been shot at by another individual, and telecommunicators who were involved in the call. The Chief of Police or his

designee has the right to deem an officer as an “officer involved” by the nature of their involvement even if they do not meet the previous criteria, (e.g. officer unable to return fire, partner in the line of fire, safety reasons, etc.)

IV. PROCEDURES

A. Handling of officers at scene of shooting incident

1. The shift supervisor shall immediately be dispatched to the scene of the incident and shall assume primary responsibility in caring for involved personnel.
2. The commander of the division involved in the shooting shall also respond to the scene. If during non-business hours, the commander “on-call” shall be summoned to the scene.
3. During any period where the involved officer(s) is required to remain on the scene, but has no duties to fulfill, the officer(s) should be taken to a quiet area such as a secured vehicle. A peer counselor or other supportive friend or officer should remain with the officer(s), but should be advised not to discuss the details of the incident.
4. The supervisor, should arrange for the officer(s) directly involved in the incident to be taken to a quiet, secure setting as soon as possible.
5. At the scene, the commander shall briefly meet with the involved officer(s) to:
 - a. Conduct a preliminary interview about the incident. The officer(s) should be advised that a more detailed briefing will be conducted at a later time.
 - b. Briefly explain the criminal and administrative investigations that will occur concerning the incident.
 - c. Advise the officer(s) that they may seek legal counsel to respond to the scene.
 - d. Tell the officer(s) not to discuss the incident with anyone except a personal or city attorney, departmental investigator, or IA investigator until further advised.
 - e. Take possession of body worn cameras for involved officers and secure them as evidence.
6. At the scene, the commander shall determine if it is necessary to take the duty weapon of the officer(s) involved. When the duty weapon is taken, the commander shall:
 - a. Take custody of the officer’s weapon in a discrete manner, and
 - b. Replace the weapon with another weapon, or advise the officer that the weapon will be returned or replaced at a later time, as appropriate.
7. Involved officers should notify their families about the incident as soon as possible. Where an officer is unable to do so, a department official shall notify, in person when possible, the officer’s family and arrange for their transportation to the hospital, if applicable.
8. At all times, the commander should handle the officer and all involved personnel in a manner that acknowledges the stress caused by the incident.

B. Post – incident procedures

1. Involved officers may be removed from line duties and placed on special duty assignments pending investigation and evaluation. Additionally, any department employee may be relieved from regular duty after a shooting event if deemed appropriate.
2. All officers directly involved in the shooting incident shall be required to contact a department designated psychologist for a “fit for duty” evaluation prior to return to regular duties. Counseling sessions also may be obtained as deemed appropriate.
3. The Rosenberg Police Department strongly encourages officers and the families of officers to take advantage of available counseling services via the employee assistance program (EAP).
4. Involved support personnel also should be encouraged to seek counseling via the employee assistance program after a shooting incident.
5. The Department’s criminal and administrative investigations of the incident shall be conducted as soon and as quickly as practical. Sworn statements may be required of the officers involved.
6. All personnel involved in a shooting incident should be advised they are not permitted to speak with the media about the incident. Employees should follow normal departmental orders and city policy regarding communications with the media.
7. Officer(s) that discharge their weapons shall file the appropriate “Use of Force Report” as soon as practical.
8. The Chief of Police shall submit any and all necessary Office of Attorney General (OAG) reports as necessary.

C. Special duty assignments

1. When necessary, an officer may be placed on a special duty assignment when deemed in the best interest of the officer and the Department.
2. Should it be determined to be in the best interest of the officer and the Department to relieve the officer of all duties, the officer will be placed on paid administrative leave at the discretion of the Chief of Police.
3. The Chief of Police shall determine the length of any special duty assignment or administrative leave.
4. When on administrative leave or special assignment, the employee shall not work any police related extra-duty employment.
5. When brought back to normal duty, the officer may be required to ride with a sergeant or field training officer for a period of time designated by the Chief of Police.

D. Daily stress recognition

1. As post-traumatic stress disorders (PTSD) may not arise immediately, or the officers may attempt to hide the problem, each supervisor is responsible for monitoring the behavior of the Department members under his/her command for symptoms of PTSD.

2. A supervisor shall, in writing, notify the Chief of Police when he/she has a reasonable belief that the PTSD may be disrupting an officer's job performance. The Chief of Police may order an officer to seek assistance or counseling from a mental health specialist.