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## Peer Support Program

### 832.1 PURPOSE AND SCOPE

The San Diego County Probation Department Peer Support Program provides employees with a network of appropriately trained colleagues who are available to support employees and their family members during a professional or personal crisis, or in the event of a critical incident. This section outlines the functions of the in-house Peer Support Program and the situations in which it is activated.

### 832.2 APPLICABILITY

This policy is applicable to all Department employees.

### 832.3 POLICY

It is the Probation Department's policy that Peer Support Team Members are to be available to the Department in the event of a critical incident, and as a resource to which employees and their family members may come voluntarily for support and assistance in managing both professional and personal crises. Team Members will receive ongoing training and have the ability to provide referrals to other supportive agencies when appropriate.

In addition, a Peer Support Team response may extend to the rendering of mutual aid to support the community in situations of critical incidents such as school shootings or natural disasters.

Peer Support Team Members may also be deployed to support other County/City departments and personnel and may work in cooperation with peer support teams of other agencies or County/City departments in multi-agency or multi-department incidents, at the discretion of the Chief Probation Officer or designee.

### 832.4 DEFINITIONS

**Critical Incident** - A critical incident is defined as an incident that has the potential for producing the type of significant emotional shock that may adversely impact the psychological well-being of an individual, such as an officer-involved shooting, homicide, suicide, needle stick or bodily fluid exposure, riot, assault, sexual assault, or other traumatic incident.

### 832.5 REFERENCES

For further guidance, see Field Services Procedure Manual—Peer Support Program.