



# Minneapolis Police Department Policy and Procedure Manual

Number:  
3-500

## Volume Three – Work Rules and Benefits

### Health, Wellness, and Safety

#### 3-504 Peer Support

(xx/xx/25)

##### I. Purpose

The MPD Peer Support Team (PST) program is committed to promoting the resiliency of the MPD by educating, influencing, and assisting members, enabling stability and longevity in their personal and professional lives.

##### II. Policy

- A. It is the policy of the PST to offer safe, non-judgmental, and private assistance to all MPD members. The PST offers help with occupation-related psychological stress or trauma, illness, and mental health skills and strategies.
- B. The PST does not replace psychological treatment but can facilitate pathways to professional help utilizing the MPD Health and Wellness Unit (HWU) and the city's Employee Assistance Program (EAP). PST members may provide additional support during traumatic events and offer critical incident stress management with the guidance of MPD-approved mental health professionals.

##### III. Peer Support Roles

###### A. Peer Support Team Coordinator

The PST Coordinator is full-time within the Health and Wellness Unit (HWU), and lead of the PST. The PST Coordinator is expected to fill a variety of roles that all support the members of the PST.

1. The Chief of Police shall appoint a trained PST Coordinator as a part of the HWU. The PST Coordinator will report to the Chief of Police or their designee.
2. The responsibilities of the PST Coordinator include but are not limited to:
  - Developing management and operational procedures for PST members.
  - Peer support member selection and retention.
  - Training and applicable certification requirements.

- Deployment.
- Managing potential conflicts between peer support members and those seeking service.
- Using qualified peer support personnel from other public safety agencies or outside organizations for department peer support, as appropriate.
- Creating and coordinating PST meeting schedules and topics.
- Providing consultation to current PST members.
- Continually assessing PST policy and SOP to stay up to date with best practices.

### **B. Peer Support Team Clinical Lead**

The PST Clinical Lead is responsible for providing a professional mental health perspective for the PST.

1. The PST Clinical Lead is required to be a licensed mental health professional whose responsibilities include program oversight, training and team development, and providing direct clinical services to members of the PST, as needed.
2. The PST Clinical Lead will not conduct Fitness For Duty evaluations for the MPD.

### **C. Peer Support Team Counselor**

A PST Counselor is a member who is specially trained in standards that are established by an accredited mental health organization to provide day-to-day emotional support for MPD members.

1. A PST Counselor participates in the department's comprehensive response to critical and traumatic incidents as designated in MN Statutes section 181.9731 and P&P 3-502.
2. PST Counselors shall refer members that require professional intervention or support beyond their scope of training to a licensed mental health professional.
3. PST Counselor responsibilities include:
  - Attend initial and on-going training to maintain certification.
  - Provide one-on-one confidential support to peers, helping them navigate challenging times.
  - Maintain the confidentiality of those seeking peer support.
  - Connect peers to professional resources as needed.
  - Assist the Health and Wellness Unit with critical and traumatic incident support as needed.
  - Communicate and work effectively with other peer support team members as needed.

## **IV. Privacy**

### **A. Statutory Protections**

The information shared to a PST member is considered privileged and legally protected from being compelled to disclose, except for certain circumstances. Similar protected relationships, include attorney and client, doctor and patient, or priest and confessor.

1. Information discussed in PST interactions is private and protected by MN Statutes section 181.9731, 181.9732, and MN Statutes section 13.43 Subd. 9, and not subject to disclosure by PST members, even at the request of police department administration, supervisors, or fellow PST members. Privacy is a cornerstone of the PST program.

### **B. Limitations to Privacy**

PST members are state mandated reporters, and as such, required to report safety-related information that may be shared during PST interactions.

1. Prior to providing support, the PST member shall inform the member receiving support of the limitations to privacy, which includes:
  - Threats to self or others.
  - Maltreatment of minors or vulnerable adults.
  - Domestic violence.

### **C. Disclosure Requirements and Limitations**

PST Counselors shall keep member's information confidential, unless for a reason stated in Limitations to Privacy above.

1. Exceptions shall be reported directly to the assigned PST Clinical Lead.
2. In cases where a question regarding privacy arises, the PST Counselor shall immediately contact the PST Coordinator, or designated clinical lead, who shall advise the PST Counselor and take the appropriate action.
3. The PST Coordinator shall educate supervisors on the confidentiality and privileged guidelines established by the Department.

### **D. Records and Agreements**

1. PST Counselors shall not keep written, formal or private, records of supportive contacts other than non-identifying numerical records to document the utilization of the program (such as number of contacts).

2. A PST counselor shall sign a confidentiality agreement, indicating their agreement to maintain privacy as defined above. If a PST Counselor is found to have breached privacy, they shall be immediately dismissed from the team and be subject to disciplinary action.

## **V. Accessing Peer Support Team Services**

It is the intent that all members have timely access to a trained and trusted member of the PST.

- A. PST members are available to all members of the MPD at any time without having to request permission.
- B. PST members shall receive initial state mandated peer support training and yearly continued education to provide support to fellow members.
- C. A current list of all active PST members and their contact information will be maintained by the PST Coordinator and made available to all MPD members through the MPD Wellness Page and the MPD Wellness App.
- D. PST members shall be allowed to offer support to peers while on duty, when appropriate.

## **VI. PST Member Selection and Active Membership Requirements**

Interest in becoming part of the PST as a contributing team member is given by applying for the secondary assignment and interview. If the member is selected, after completing preliminary training, further evaluation by the PST leads, and final interview, an offer to join may be given to the applicant.

### **A. Qualifications**

Members must possess the following minimum requirements to be eligible to serve on the PST:

- Be an active MPD sworn or civilian employee with a minimum of two years of employment.
- Completed probation and be in good standing with the agency.
- No major disciplinary actions within the past two years.
- Demonstrated the ability as a positive role model
- Ability to practice full privacy of services provided.
- Ability to be responsive to services when requested and available.
- Ability to communicate effectively with others.
- Demonstrate the ability to be an advocate for mental wellness and defuse situations.

### **B. Application Steps**

All participants in these processes shall be actively engaged, honest, objective, and fair.

1. PST applicants shall provide:

- Letter of Recommendation from one coworker and one supervisor.
- Letter of interest detailing their qualifications and attributes.
- Participate in a preliminary interview with the PST
- After preliminary selection, successfully complete the state mandated peer support training

a. PST applicants will be disqualified due to:

- Evidence of past unqualified disclosure.
- Past rejection of application to similar or related member position.
- Inadequate results of the applicant's discipline record and open complaints review.
- Any other disqualification decisions are the responsibility of the PST.

b. Acceptance to the PST shall be dependent upon a passing review of:

- The applicant's discipline record and open complaints.
- An impartial and objective interview.
- Adequate training.
- Final interview to assess the applicant's capabilities.

c. Each applicant shall be provided with an acceptance or rejection letter to the PST.

### **C. PST Membership Revocation**

Any PST member that violates any portion of this policy or applicable state statute, is subject to removal from the PST and disciplinary processes.

1. Criteria for removal include, but are not limited to:

- Non-compliance with any portion of this policy.
- Disclosure of details of member interactions not covered as a limitation on confidentiality.
- Any inappropriate behavior as defined and decided by a ranking PST member.
- Results of disciplinary action that deem the member unfit for providing peer support.

## **VII. Definitions**

**Critical Incident Stress Debriefing (CISD):** A standardized approach using a discussion format to provide education, support, and emotional release opportunities for members potentially affected by work- related critical incidents.

**Peer Support:** Mental and emotional wellness support provided by peers trained to help members cope with critical incidents and certain personal or professional problems.

**Trauma:** An emotional response that results from exposure to an incident or series of events that are frightening, distressing, or life threatening with lasting effects on a person's or community's functioning and mental, physical, social, emotional and/or spiritual well-being.

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