



## BRIEFING PROTOCOL FOR OFFICER INVOLVED SHOOTING

### ❖ Step 1: Introduction and ground rules

1. Introduce team members and discuss the legal limitations of the procedure:
  - *“ We will be discussing the event that happened on \_\_\_\_\_ with care as there are legal issues involved. We will NOT be discussing the facts of this event so as to protect you all from being asked to testify based on your involvement in this DB/DF. We will keep no records and we will likely not remember you or what you said so we would have nothing to share if asked. This process is confidential but not privileged. We will NOT share information with your supervisors unless you want us to or unless we believe that you are at grave risk to yourself or others. Given this, are you all willing and interested in participating?”*
2. Get consent.
3. Discuss any other appropriate ground rules
4. *"Are you all acquainted with each other? If not please go around the circle and introduce yourselves to each other- name, position, and department".*

### ❖ Step 2: **NO brief situation review.** No discussion of what happened

1. Begin with the thoughts phase:
2. *“Let's begin with some of the thoughts or concerns that people are having about this situation, I am going to ask each of you to say something at this point and then after this your verbal participation will be only as you feel you would like.”*

### ❖ Step 3: Reaction Phase: *"What is the worst part of this situation?"*

- ❖ **Step 4:** “*What have you noticed about your reactions since this event?*”
  1. If they have trouble answering this question, after some time, for them to think give them some examples: “*It is not unusual for people to have difficulty sleeping, feel keyed up, have images or thoughts that pop into their heads. Most of these reactions are completely normal and we can explain to you why and how to address once we have identified the reactions.*”
- ❖ **Step 5: Information and Recovery:** Education based on the themes identified in the above discussion
- ❖ **Step 6: Summary and Closure:** Reiterate the confidentiality and ask if there are any group questions or concerns going forward. Emphasize availability to discuss individually if there are questions that are not pertinent to the entire group, we will stay after. Emphasize the importance of supporting each other.

**Some common themes in these situations that you may hear:**

- ❖ Still feeling fearful because of the administrative and grand jury procedures; will I be supported? Remind them that these worries keep them keyed up and that this takes a toll on the body and psyche. What helps is being proactive in gathering information so that you know what the procedure is, working to keep a balanced perspective (easy to go to worst case scenario but not so helpful), talk with others who have been through this, must carefully monitor your self –care- try to maintain routine, exercise, do things that are relaxing/absorb your mind so you have a break from worrying. Rest more, try to have fun, find those who are supportive and keep talking with them.
- ❖ Did I do what was right?
- ❖ How does this change my thoughts and feelings about my work and myself as a professional.
- ❖ **Family Worry and Concerns:** This frightens families. Don’t hesitate to reach out for professional help for your family if they are too anxious. You are not in a great position to support them right now due to your own stress, so reach out for support resources for them.