



Yuma County Sheriff's Office

Subject: Peer Counseling Services	POLICY NO: 222.1-222.6
DISTRIBUTION: Sheriff Office	NO. PAGES: 2
EFFECTIVE DATE: August 1, 2022 REVISION DATE: August 1, 2026	
SPECIAL INSTRUCTIONS: None	

222.1 PURPOSE:

This Policy provides guidelines for Peer Counseling Services for Sheriff's Office personnel.

222.2 PHILOSOPHY:

The Yuma County Sheriff's Office recognizes the importance of mental health and wellness for those in law enforcement. Having a peer available to openly discuss issues/concerns related to the job, job performance, and/or outside factors affecting one's job can be beneficial. These discussions are intended to assist with mental health and wellness and remain confidential in nature.

222.3 POLICY:


The Yuma County Sheriff's Office ("Office") provides Peer Counseling Services to its personnel that are confidential in nature.

222.4 DEFINITIONS:

- A. Critical Incident:** Any event that overwhelms the capacities of a person to psychologically cope with the incident.
- B. Peer Counselor:** An Office employee who has received training in peer support services such as peer counseling, suicide prevention, crisis management, etc.

222.5 PROCEDURES:

- A. Selection:** Peer Counselors are selected based on, but not limited to, their tenure with the Office, personal/professional experience, their desire to help others, and their ability to maintain confidentiality.
- B. Availability:** A list of Peer Counselors with their contact information will be periodically provided via email to Office personnel and a hard copy will be posted in break room areas.

Approved: 
Leon N. Wilmot, Sheriff
Date: August 1, 2022

C. Critical Incidents: Peer Counselors will be instructed to contact personnel directly involved in Critical Incidents. Personnel have the option to talk to the Peer Counselor when contacted.

D. Services: Peer Counselors are trained and have experience in the mental wellness of the first responder culture. Peer Counselors can offer suggestions and/or referrals to a higher level of care if needed. All contacts will remain confidential in nature.

E. Confidentiality: All communications with Peer Counselors will remain confidential with the exception of the following circumstances:

1. The person has made a threat to do harm to themselves or someone else;
2. The person's ability to perform has become a risk to themselves, the community, or the Office.


Note: Should one of these circumstances exist, Administration will be notified to determine a course of action.

F. Administrative Actions:

1. Personnel are encouraged to utilize Peer Counseling Services without fear of repercussions;
2. If it is determined an employee requires a higher level of care than those of Peer Counseling Services, that employee will be encouraged to receive such care and reasonable accommodations will be made to maintain the employee's position.

222.6 AMENDMENT:

This policy is subject to amendment, revision or rescission, as required.

Approved: 
Leon N. Wilmot, Sheriff
Date: August 1, 2022