Police Social Worker Program

354.1 PURPOSE AND SCOPE

The purpose of this policy is to establish guidelines for employees while utilizing the McHenry County Police Social Worker Bureau.

354.2 POLICY

The Crystal Lake Police Department will participate in the McHenry County Police Social Worker Bureau to provide adults, juveniles, and families with short-term and long-term counseling options, intervention, assessment, referrals, and services for the resolution of individual, family, and community problems. The Police Social Worker Bureau is not an investigative, enforcement, or intelligence gathering component of the Department. Its function is to provide professional help for those members of the community who are in need of such assistance.

The Police Social Worker Bureau will provide assistance, response, training, follow up, and on-call coverage to the Department. These services normally are those considered to be beyond police officer scope and can be more effectively provided through trained police social workers in civilian attire.

354.3 DEFINITIONS

Definitions related to this policy include:

Advisory Council – A group of individuals from participating departments chosen to represent different community sectors to be part of a committee that provides input and guidance for the program.

Clinical Supervisor – A designated Licensed Clinical Professional Counselor (LCPC), or individual that has the same licensure capacity, who is responsible for delegating referrals and ensuring all police social workers are compliant with confidentiality, training, ethics, and policy. This individual will additionally provide clinical supervision to all mental health professionals.

Crisis Intervention Team (CIT) – Department members who have successfully completed the forty-hour CIT training program and have received certification in crisis intervention techniques through the Illinois Law Enforcement Training and Standards Board.

Dementia – Two or more symptoms involving progressive impairment of brain function including but not limited to, language, memory, visual-spatial perception, emotional regulation, behavior, and cognitive skills.

Department Liaison – Primary point of contact, also known as the team leader, to the Police Social Worker Bureau.

Developmental Disability (405 ILCS 5/1-106) – A disability which is attributable to: (a) an intellectual disability, cerebral palsy, epilepsy, or autism; or (b) any other condition which results in impairment similar to that caused by an intellectual disability and which requires services similar

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to those required by persons with an intellectual disability. Such disability must originate before the age of 18 years, be expected to continue indefinitely, and constitute a substantial disability.

Involuntary Admission - Petition (405 ILCS 5/3-601) – When a person is asserted to be subject to involuntary admission on an impatient basis and in such a condition that immediate hospitalization is necessary for the protection of such persons or others from physical harm, any person 18 years of age or older may present a petition to the facility director of a mental health facility in the county where the respondent resides or is present. The petition may be prepared by the facility director of the facility.

Mental Health Crisis – A situation where a person's normal coping mechanisms have become overwhelmed causing that person to pose an immediate and significant risk to themselves or others.

Mental Health Facility (405 ILCS 5/1-114) – Any licensed private hospital, institution, or facility or section thereof, and any facility, or section thereof, operated by the State or a political subdivision thereof for the treatment of persons with mental illness and includes all hospitals, institutions, clinics, evaluation facilities, and mental health centers which provide treatment for such persons.

Mental Illness (405 ILCS 5/1-129) – A mental or emotional disorder that substantially impairs a person's thought, perception or reality, emotional process, judgment, behavior, or ability to cope with the ordinary demands of life, but does not include a developmental disability, dementia or Alzheimer's disease absent psychosis, a substance use disorder, or an abnormality manifested only by repeated criminal or otherwise antisocial conduct.

Partnering Department – A law enforcement agency within McHenry County that commits to participate or is a part of the Police Social Worker Bureau. This agreement may be a full-time partnership or an agreement by police departments who employ their own Police Social Worker but desire after hours on-call assistance.

Persons Subject to Involuntary Admission (405 ILCS 5/1-119) – A person with mental illness who because of his or her illness is reasonably expected, unless treated on an impatient basis, to engage in conduct placing such person or another in physical harm or in reasonable expectation of being physically harmed; or a person with mental illness who because of his or her illness is unable to provide for his or her basic physical needs so as to guard himself or herself from serious harm without the assistance of family or others, unless treated on an impatient basis; or a person with mental illness who: (a) refuses treatment or is not adhering adequately to prescribed treatment; (b) because of the nature of his or her illness, is unable to understand his or her need for treatment; and (c) if not treated on an inpatient basis, is reasonably expected, based on his or her behavioral history, to suffer mental or emotional deterioration and is reasonably expected, after such deterioration, to meet criteria or either paragraph (1) or paragraph (2) of this Section. In determining whether a person meets the criteria specified in paragraph (1), (2), or (3), the court may consider evidence of the person's repeated past pattern of specific behavior and actions related to the person's illness.

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Police Social Worker (PSW) – A specially trained and educated mental health professional that provides referrals, counseling, and crisis response support for community members who are referred by police officers.

Police Social Worker Bureau – The collaborative program that provides services to partnering departments through a countywide approach with Police Social Workers to provide an alternative response to the community for mental health crises while connecting resources and addressing the communities' needs.

Program Director for PSW Program – A McHenry County Sheriff's Department sworn command staff leader in charge of program development, department collaboration and head supervisor to all program employees.

Providers – Includes, but not limited to, agencies that serve and assist those with mental illness, substance abuse, domestic violence, economic hardships, and any other disorders outlined in this policy. They can be for-profit, not-for-profit, medical providers, and government funded entities. This entity may provide support or clinical assistance, to all demographics, including any assistance that provides for one's primary needs.

Qualified Examiner – A person who is experienced in mental health treatment and is either a licensed clinical social worker, a licensed clinical professional counselor, licensed marriage and family therapist, physician, clinical psychologist, or a registered nurse with a master's degree in psychiatry

354.4 PROCEDURES

The function of the Police Social Worker Bureau is to provide service to individuals and families involved in situational incidents which come to the attention of the Department. These incidents are identified as benefiting from professional counseling or referrals and some of which are beyond the scope of what officers can provide.

The Police Social Worker Bureau function shall include, but not be limited to the following:

(a) Providing crisis intervention services for situations that are in need of immediate social services assistance, including:

1. Conducting risk assessments on the psychological well-being of individuals that may be posing a danger to themselves or others, in order to determine the need for involuntary hospitalization.
2. Providing short-term and/or crisis counseling to individuals and families that are experiencing significant turmoil in their lives and are in need or stabilization and referrals.
3. Assisting with death notifications and/or providing grief assistance at the scenes of homicides, suicides, natural or accidental deaths and other traumatic events.
4. Victim/witness assistance and advocacy.
5. Offering intervention in domestic-related situations that are volatile and unable to be resolved by the responding officers.

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6. Assisting with securing emergency shelter/food or other assistance that is beyond the scope of the officers.

(b) Conducting follow-up contacts, either by phone or in-person, with residents experiencing crime victimization, domestic violence, mental health and psychiatric concerns, disabilities, youth-related issues, senior citizen-related issues, substance abuse issues, neighborhood disputes, or any other circumstances that generate a police report and may benefit from Social Services intervention.

(c) Providing resources and referrals to community members or agencies requesting information.

(d) Maintaining ongoing professional relationships, attending meetings and consulting with local social service agencies, schools, courts, and other professional organizations as needed.

(e) Attending ongoing training to maintain clinical licensure and remain current on various trends and issues in social services and law enforcement.

The Police Social Worker Bureau will provide clinical consultation for Peer Support to the Department as desired.

(a) Clinical consultation for Peer Support does not replace or supersede Department policy and/ or EAP programs.

The coverage provided by the Police Social Worker Bureau will include the following:

(a) The Police Social Worker Bureau will provide 24-hour per day availability. General schedule will be Monday through Friday, 0800-1630 hours with the ability to have flexible hours to ensure service needs are met. Changes to the schedules may be made by the Program Supervisors to accommodate service needs.

(b) The Sheriff's Office will utilize an "on-call" schedule to fulfill the police social worker needs of the county for after duty hours. An "on-call" schedule of police social workers is maintained to provide around the clock social worker capability.

1. The Program Director will prepare and distribute a schedule of the Police Social Workers assigned duty hours and indicate the designated "on-call" Police Social Workers(s) to the Police Social Worker Bureau.

2. The "on-call" schedule will be furnished to all participating police departments through the Department Liaison and the Sheriff's Office Communications Division.

3. The Sheriff's Office Communication Division will serve as the primary call out service for all partnering departments. The division can be reached at 815-334-4710.

All personnel assigned to the Police Social Worker Bureau have been furnished with individually assigned communication devices for immediate response. Additionally, personnel will be provided with an allocated county vehicle to assist with response during duty and on-call hours.

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The officer at a mental health crisis scene may, after establishing the need and advising the shift supervisor, request the presence of the "on-call" police social worker.

(a) Requests for the "on-call" police social worker will be made through the McHenry County Sheriff's Office Communications Division (815-334-4710).

(b) The Communications Division will contact the Police Social Worker Supervisor for approval.

(c) If more than one police social worker is needed, the "on-call" Police Social Worker will make the request for additional assistance through the Police Social Worker Chain of Command.

On-call coverage agreements will be determined by participation and needs of service areas and partnering departments and will be at the discretion of the Advisory Council.

354.5 DEPARTMENT LIAISON

The Deputy Chief of Administration, or designee, will be the Department Liaison that will serve as the primary point of contact for the Police Social Worker Bureau. Additionally, the Department Liaison will help promote the Police Social Worker Bureau and facilitate internal and external Police Social Worker interaction and services. The Crystal Lake Police Department will provide office or workspace for their Police Social Worker. Periodically, meeting or training space may also be desired from participating police departments for officer training, staff meetings, etc.

354.6 REFERRALS

The Police Social Worker Bureau shall address referrals from officers including, but not limited to, the following situations:

(a) Violent crimes, including domestic violence, child abuse, elder abuse, and sexual assault

(b) Traumatic incidents and death

(c) Substance abuse

(d) Family conflicts

(e) Mental health concerns

(f) Psychiatric illness

(g) Senior services

(h) Critical incident stress debriefs

(i) Suicides

(j) Involuntary commitments

(k) Neighbor disputes

(l) Juvenile problems including minors requiring authoritative intervention and delinquencies

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(m) Victim advocacy

(n) Homeless or indigent concerns

When an officer comes in contact with an individual they feel would benefit from services provided by the Police Social Worker Bureau, they shall do one of the following:

(a) Submit a PSW referral form to the Clinical Supervisor and include all pertinent information that will be needed for follow up. (See Appendix A) The referral form will be submitted in a timely manner via email.

(b) Initiate the call out procedure to respond directly to the scene if the scene is considered safe and it has been determined that immediate contact between a PSW and the individual could be of benefit. Calls in which immediate response may be appropriate include:

1. Death investigations.
2. Sexual assault investigations.
3. Domestic battery investigations.
4. Traffic crash investigations involving fatalities or serious bodily injury.
5. Calls in which individuals are found to be unable to properly care for themselves.
6. Calls involving individuals experiencing a mental health crisis that do not necessarily meet the criteria for immediate evaluation.
7. Calls involving juveniles that are incorrigible or believed to be suffering from a mental health disorder that leads to family problems and/or delinquency.
8. Calls related to transient population and associated issues of homelessness, mental health concerns and substance abuse disorder.

354.7 FOLLOW UP

Case screening, case assignment, case management, and follow up will be conducted and maintained by the Clinical Supervisor of the Police Social Worker Bureau. Follow ups will be coordinated by PSWs on their assigned cases. Follow up may be through a coordinated effort with CIT officers or reporting officers. Follow up on cases may occur through the following correspondences:

(a) Phone calls

(b) Home visits

(c) Department letters

(d) Face-to-face counseling services in office or on scene

(e) Appropriate means as determined by the Director, Clinical Supervisor, PSW and Department Liaison.

During those follow ups, PSWs may provide the following services:

(a) Referrals to county resources

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(b) Crisis planning

(c) Crisis or short-term counseling

(d) De-escalation

(e) Case management services

(f) Victim advocacy/support

(g) Assistance with homelessness services

During home visits and on-scene call outs, PSWs must be accompanied by law enforcement to ensure safety. Upon completion of the assignment/case, without breaching the confidentiality requirements of 740 ILCS 110, the PSW will send a brief email to the original requesting officer summarizing the services provided if they requested follow-up feedback.

354.8 TRAINING

The Program Director will oversee training provided on program services, implementation, and resources. The Program Director will facilitate training, as available, to all participating police departments related to response to mental health, mental health crises and social service agencies that are a resource and aid to law enforcement and the community. Training topics include, but are not limited to:

(a) Mental Health First Aid

(b) Crisis Intervention Team (CIT)

(c) De-escalation

(d) Duty to Intervene

(e) Trauma Informed response to incidents

(f) Substance Abuse

(g) Response to Autism Spectrum

(h) Providers in McHenry County

(i) Peer Support

(j) Involuntary Petitions

(k) Communication with all ages

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