

<p style="text-align: center;">East Haven Police Department</p> 	Type of Directive: Policies & Procedures		No. 217.1
	Subject/Title: Behavioral Health Assessment		Issue Date:
	Issuing Authority: Honorable Board of Police Commissioners		Effective Date:
References/Attachments: Public Act 20-1 of the July Sp. Sess. (House Bill No. 6004)		Review Date: Annually	Rescinds: N/A
			Amends: N/A

I. PURPOSE

- A. The purpose of this directive is to set forth the policies and procedures of the East Haven Police Department (EHPD) regarding participation in behavioral health assessments for its sworn personnel in accordance with CT Public Act 20-01.

II. POLICY

- A. It is the policy of the East Haven Police Department for all sworn personnel to participate in a behavioral health assessment/mental wellness check in accordance with CT Public Act 20-1 of the July Special Session (House Bill No. 6004).

III. GENERAL GUIDELINES AND CONSIDERATIONS

- A. The Department values its sworn personnel and has a vested interest in assisting them with maintaining their health and well-being. As a result, the Department supports initiatives aimed at maintaining and improving the mental, physical, and spiritual health of its sworn personnel.
- B. It is understood that periodic behavioral health assessments seek to remove the stigma associated with treatment for the impacts of critical incidents, acutely stressful events, and adverse experiences associated with the duties of police officers.
- C. In addition to Post-Traumatic Stress Disorder (PTSD), which is a concern for police officers, prevalent data suggest that other issues such as substance abuse, depression and family issues also have an impact on an officer's performance and behavior. As such,

these issues will need to be assessed during the behavioral health assessment/mental health wellness checks.

- D. For the purpose of this written directive, a mental health wellness check shall be synonymous with a behavioral health assessment.

IV. PROCEDURES

A. Behavioral Health Assessments

1. All sworn personnel shall participate in a behavioral health assessment at least once every five (5) years.
 - a. The behavioral health assessment shall consist of an approximately forty-five (45) minute scheduled meeting that will explore the officer's overall mental health wellness.
 - b. The assessment shall identify any issues that may require further treatment and/or evaluation.
 - c. If further treatment and/or evaluation is required, the appropriate referrals will be made and facilitated to relevant resources.
2. In addition to the required behavioral health assessment that shall occur at least once every five (5) years, the Chief of Police may, for good cause, require an officer to submit to an additional behavioral health assessment.
 - a. The Chief of Police shall provide the officer with a written request that explains the basis for requiring the officer to submit to an additional behavioral health assessment.
 - b. Upon receiving such written request, the officer shall, not later than thirty (30) days of the written request, submit to the behavioral health assessment.
 - c. The assessment shall identify any issues that may require further treatment and/or evaluation.
 - d. If further treatment and/or evaluation is required, the appropriate referrals will be made and facilitated to relevant resources.
3. Behavioral health assessments shall be conducted by a state-licensed and board-certified psychologist or psychiatrist, who has experience diagnosing and treating post-traumatic stress disorder.
4. Appointments for a behavioral health assessment shall be made through the Office of the Chief of Police.

B. Reporting and Confidentiality

1. Upon completion of a behavioral health assessment, the psychologist or psychiatrist who performed the assessment will prepare a report, which will be made available to the Chief of Police and the participating officer.
 - a. The report shall include information pertaining to the officer's attendance and participation in the behavioral health assessment.
 - b. The report shall not contain any diagnosis or clinical information.
2. Mental health services are normally confidential, and the Department will not normally be notified if an officer seeks voluntary treatment beyond the scope of the behavioral health assessment, but some exceptions to confidentiality exist.
 - a. These exceptions include, but are not limited to, expressions of an intent to hurt one's self, expression of an intent to hurt another person, elder or child abuse, involvement in criminal activity, or other information divulged that would require a fitness for duty evaluation.
 - b. In the event the psychologist or psychiatrist determines that an officer is a danger to himself/herself or the public, a report will be immediately sent to the Chief of Police stating those concerns.
 - 1) In those instances, the Chief of Police shall make a determination as to whether a comprehensive fitness for duty evaluation shall be performed and what measures, if any, will be taken to place the officer in a modified duty assignment.

DRAFT

East Haven Police Department 	Type of Directive: Policies & Procedures	No. 218.1
	Subject/Title: Controlled Substance Screening	Issue Date: Effective Date:
	Issuing Authority: Honorable Board of Police Commissioners	Review Date: Annually
References/Attachments: Public Act 20-1 of the July Sp. Sess. (House Bill No. 6004)		Rescinds: N/A Amends: N/A

I. PURPOSE

- A. The purpose of this directive is to set forth the policies and procedures of the East Haven Police Department (EHPD) regarding the requirement of its sworn personnel to be screened for controlled substances, including anabolic steroids in accordance with CT Public Act 20-01.

II. POLICY

- A. It is the policy of the East Haven Police Department for all sworn personnel to submit to a urinalysis drug test that screens for controlled substances, including anabolic steroids, in accordance with CT Public Act 20-1 (An Act Concerning Police Accountability).

III. DEFINITIONS

- A. Chain of Custody: Procedures to account for the integrity of each urine specimen by the tracking of its handling and storage from the point of collection to final disposition.
- B. Confirmation Test: A second analytical procedure to identify the presence of a specific drug or metabolite that is independent of the original screen test.
- C. Medical Review Officer (MRO): A licensed physician responsible for receiving laboratory results generated by an employer's drug testing program who has knowledge of substance abuse disorders and has appropriate medical training to interpret and evaluate an individual's confirmed positive test result together with his/her medical history and any other relevant biomedical information.

- D. Refusal to Submit: When any person covered by this directive engages in conduct that obstructs the testing process. This includes, but is not limited to, the refusal to sign consent forms; the refusal to take a required test; the failure to make oneself available to a test as required by this directive and failure to provide an adequate urine sample for testing.

IV. GENERAL GUIDELINES AND CONSIDERATIONS

- A. The illegal use and/or possession of any controlled substance including anabolic steroids is strictly prohibited.
- B. The performance of any police function while using legally prescribed drugs is prohibited, unless the use of such drug is pursuant to the instructions of a physician who has advised the officer that the drug will not adversely affect his/her work performance.
- C. Refusal to submit to a drug test is strictly prohibited. Each officer is required to cooperate with testing personnel and provide them with the following:
1. An adequate and complete sampling.
 2. Assistance in completing the required documentation for chain of custody.
 3. Appropriately and accurately marking and sealing the sample specimen, if applicable.
- D. The refusal to submit to a drug screening test pursuant to this directive may result in disciplinary action up to and including termination and the potential loss of POSTC certification.
- E. The use of a masking agent designed to conceal the use of drugs from the testing process is strictly prohibited.
- F. Only Department approved collection sites and testing facilities will be used.
- G. The Department will assume all costs associated with the drug testing process as outlined within this directive.

IV. PROCEDURES

- A. Controlled Substances and Anabolic Steroids Panel
1. The drug panel testing will be made up from a list of commonly used controlled substances, masking agents and anabolic steroids as provided by POSTC.
- B. Drug Testing Procedures
1. An officer who is scheduled for his/her POSTC triennial police officer re-certification shall submit to a urinalysis drug test that screens for controlled substances, including, but not limited to, anabolic steroids. The results of such test must indicate no presence of any controlled substance not prescribed to the officer.

2. All officers subjected to testing shall present a valid photo identification at the collection site.
 3. The officer who is subjected to the testing shall provide an adequate urine sample at the collection site.
 - a. If an officer is unable to provide an adequate urine sample, the officer shall remain at the collection site for a reasonable amount of time and consume a sufficient amount of fluid to assist in providing an adequate sample.
 4. Once the urine specimen is collected, it will be tested by the approved testing facility.
 - a. The testing facility must continue to maintain the uninterrupted chain of custody procedure from receipt of the specimen and maintain internal chain of custody procedures that establish fundamental accountability and reliability of the testing process from a legal viewpoint.
 5. The testing facility will properly preserve, store and secure a split urine sample of the original urine specimen so that it may be made available for the purpose of an independent confirmation test.
 6. The accuracy of the test shall be drug specific. If the test is negative, no further testing will be conducted.
 7. If the test result is positive, which will be reviewed and interpreted by the MRO, the officer shall be notified and may request a confirmation test be conducted on the split sample.
 - a. Any officer requesting a confirmation test of a split sample must make the request to the collection site within seventy-two (72) hours of being notified of the test results of the original specimen.
 - b. The officer may request the split sample be tested by an independent laboratory provided the laboratory is an approved, SAMHSA certified laboratory that conforms with all professionally accepted local, state and federal requirements for drug analysis and maintains strict chain of custody integrity of the sample.
 8. The Chief of Police will be notified of any positive test results.
- C. Controlled Substances and Anabolic Steroids Cut Offs for Positive Results
1. Controlled substances that do not naturally occur in the body have a quantitative administrative cut off that signifies consumption.
 - a. The Department will follow reasonable cut offs set by the testing facility.
 2. Testosterone occurs naturally in the body and will be found in the urine of both males and females. Due to the presence of testosterone in all urine samples, testing agencies cannot submit a result indicating “no presence” of an anabolic steroid.
 - a. To determine the improper or illegal use of anabolic steroids, the MRO will review the ratio of testosterone to epitestosterone.

- b. A urine sample with a testosterone/epitestosterone ratio greater than 6/1 shall be reported as a positive test.
3. On rare occasions, a person may have a natural elevation that exceeds the 6/1 ratio requiring further testing. Further testing may be required and will be determined by the MRO.
 - a. If a test result is abnormal, the MRO who works in conjunction with the laboratory/testing facility, will discuss with the tested officer.

D. Records

1. All drug testing related records and information will be maintained in a confidential manner and their disclosure shall be strictly limited in accordance with applicable law.
2. Each officer will have the right to have a copy of his/her drug test result upon written request.

DRAFT