SUCCESS FOR OUR TIME TODAY

Take the survey before we begin
and let us know what are the
barriers to building Peer Support
in your department.

LIGHTHOUSE
HEALTH AND WELLNESS.

TRI-STATE
PEER SUPPORT TEAM

Take Care of Each Other.

PANEL MEMBERS

Amy Foley - *Executive Director, Tri-State Peer Support Team*

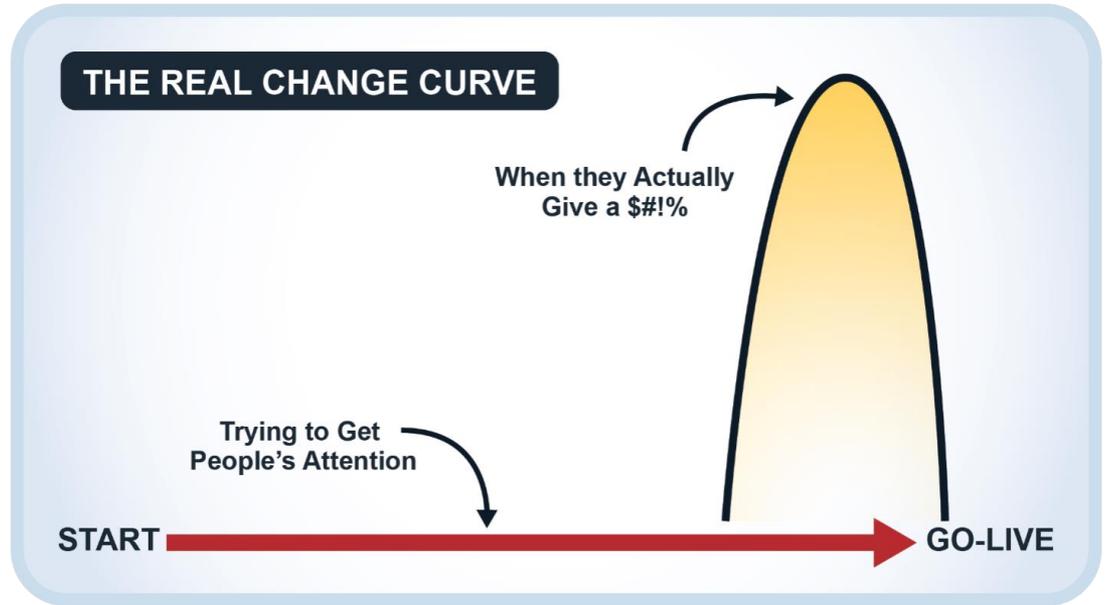**Lt. Jon Habig** *- Hamilton (Ohio) Police Department*

Rich Creamer *- Retired Norfolk Police Department,*
LightHouse Health and Wellness

BUILDING RELATIONSHIPS

BUILDING RELATIONSHIPS

- Peer Supporters are Change Agents in their Department.
- Social Support is the number one way people heal.
- The Process is building the relationships.

THE REAL CHANGE CURVE

When they Actually Give a $#!%

Trying to Get People's Attention

START ➔ GO-LIVE

BUILDING RELATIONSHIPS

- Proactive Peer Support - The Check-IN (vs Reactive)
- Patrol car
- Squad Bay
- Shutting down gossip
- Correcting misinformation about mental health
- What about FINE??

BUILDING RELATIONSHIPS

BUILDING RELATIONSHIPS

Actions are always building trust

- Who needs to know?
- What do they really need to know?
- Gossiping will destroy your program.

Standards

Guidelines

Law

Regulations

POLICY & PROCEDURES

Conduct

Solution

Plan

Constraint

BUILDING TRUST

Fairness in Policies. Fairness in Adjudication of policies.

Policies to Consider Developing

- Peer Support
- OIS
- 3 PTE/Critical Incidents that you will always follow-up on. Make it normal.
- Have you discussed when to send for a Fit for Duty?

- LODD
- Self Disclosure of mental health issue on and off-duty
- Reintegration Policy

BUILDING SUCCESS

BUILDING SUCCESS

- Relationships with Clinicians
- Inpatient and outpatient treatment centers
- EAP
- Chaplains
- Pet Therapy
- Other Peer Support Teams

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BUILDING SUCCESS

- Connection before Direction
- In 16-18 months- you will see an organization where (almost) everyone checks in on each other.
- INTRA shift support is proudly offered.
- Authentic language.

SO WHAT HAPPENED

- Building Relationships
- Building Trust
- Building Success

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LEARN MORE

Responder Reset Podcast

**Tri-State Peer Support Team
Website Resources**

Take Care of Each Other.