



FLORIDA APCO WELLNESS COMMITTEE

Why Establish a Peer Support Team?

A **Peer Support Team** is a vital resource for fostering resilience and emotional well-being among public safety professionals. These teams are built on trust, shared experience, and understanding—empowering peers to support one another through the unique challenges of the job.

Key Benefits:

- **Promotes Emotional Wellness:** Offers a safe and confidential space for employees to express feelings and receive guidance from trained peers who truly understand their work.
- **Reduces Stigma:** Encourages help-seeking behavior by normalizing open conversations about stress, trauma, and mental health.
- **Early Intervention:** Provides timely support after critical incidents, helping prevent long-term psychological effects and promoting recovery.
- **Builds a Supportive Culture:** Strengthens teamwork, communication, and morale within the organization.
- **Enhance Retention & Performance:** Employees who feel supported are more engaged, productive, and likely to remain in their roles.

Defining Peer Support:

- **Peer Support:** Help offered by a trained co-worker who shares similar experiences to assist with stress, trauma, or emotional challenges.
- **Not therapy** — it complements mental-health professionals and EAP services.
- **Team structure** typically includes:
 - **Team Leader(s)** – oversee operations
 - **Peer Members** – provide support and referrals
 - **Clinical Support** – licensed mental-health professional for guidance and supervision.
- **Confidentiality**

- Absolute trust is essential.
- Clear boundaries must be defined; confidentiality is broken only if:
 - Threat of harm to self / others
 - Child / Elder Abuse
 - Legal requirement

**Together, we create a culture of care and resilience.
Empower. Support. Thrive.**

Want to get involved and make a difference, join the Florida APCO Wellness Committee.

www.Floridaapco.org/wellness-committee