



## STRESS RESILIENCY STANDARD GS004

### **AUTHORITY**

California Penal Code 13601(e): The CPOST shall develop, approve, and monitor standards for the training of state correctional peace officers in the department in the handling of stress associated with their duties.

### **BACKGROUND**

One of the greatest threats to a Correctional Peace Officer's well-being involves the cumulative stress they will encounter as a result of their occupation. If not properly managed, stress increases the potential for a Correctional Peace Officer to suffer a variety of physical, emotional, and psychological issues that can overflow into their personal lives with devastating negative effects. Raising officer awareness of the inherent stresses of working in a correctional environment will better prepare them for the job as a Correctional Peace Officer. It will encourage them to implement stress resilient strategies, techniques, and resources as a lifestyle tool to maintain mental and physical wellness.

### **STANDARD**

All CDCR custody staff shall be afforded Stress Resiliency training annually.

### **COMPONENTS OF STANDARD**

Currently this training is administered through BCOA, as well as through In Service Training annually totaling 15 hours. Correctional Peace Officers are tasked with responsibility under intense and daunting conditions, and at times, the minimum required training/education may not be sufficient to address the mental health and wellness of the officer. In cases where an officer is displaying signs of Correctional Fatigue in the form of increased sick leave abuse, a notable decline in quality of work product, or other documented signs of stress, the officer shall be afforded the opportunity to attend additional training or education in mental health resiliency. This

training may take place in various forms including, OJT, EAP Referral, Peer Support and/or any other available means of training based on the work site.

## **CITATION**

- 1) DOM Section 33030.8.1.2 – On-the-Job Training
- 2) Post-traumatic Stress Disorder in United States Corrections Professionals: Prevalence and Impact on Health and Functioning By Caterina G. Spinaris, PhD, Michael D. Denhof, PhD, and Julie A. Kellaway, PhD
- 3) American Correctional Officers
- 4) American Institute of Stress <<http://www.stress.org/>>
- 5) American Physiological Society <<http://www.the-aps.org/>>
- 6) Anxiety and Depression Association of America <<https://www.adaa.org/>>
- 7) Desert Waters – Correctional Outreach, <<http://desertwaters.com>>
- 8) National Institution of Corrections <http://nicic.gov/>
- 9) California Department of Corrections and Rehabilitation, Office of Employee Wellness