



Tulsa Police Department

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Policy # 310A

Effective Date 05/20/2025

Policy Name Peer to Peer Team

Approved Date 05/19/2025

Approved by Dennis Larsen, Chief of Police

Previous Date 08/15/2003

PURPOSE OF CHANGE:

To update language from CIRT to Peer-to-Peer and reflect Peer-to-Peer guidelines.

POLICY:

The Peer to Peer (P2P) team has established a department-coordinated group of TPD member volunteers, including active and retired TPD officers, TPD chaplains, current TPD dispatchers, and RTIC employees specifically trained to provide emotional and tangible support, encouragement, and referral to fellow TPD members. This support is provided in response to challenges and losses such as exposure to critical incidents, injury, illness, or death, and support in response to celebrations, such as birth/adoption of child or promotion. A peer support program may augment existing programs such as, First Responder Support Services, PLLC (FRSS) and the City of Tulsa Employee Assistance Program (EAP) but does not replace them.

SUMMARY: Procedures for responding to critical incidents.

APPLIES TO: All police personnel

DEFINITIONS:

CRITICAL INCIDENT – an event involving the immediate risk of death or injury to an officer or any other person which requires a greater than normal degree of emotional adjustment on the part of the officer. These events may include, but are not limited to, shootings, violent crime scenes, serious injury or fatality traffic collisions, the sudden death of a child, or other similar incidents.

PEER TO PEER TEAM – a group of Tulsa Police Officers, retired TPD, TPD chaplains, RTIC employees and current TPD dispatchers who are specifically trained to assist officers in providing emotional support and resources/referrals to fellow TPD members experiencing challenges and losses in their professional and personal lives.

PEER TO PEER TEAM 5 – formerly known as the Critical Incident Response Team, CIRT is a group of Tulsa Police Officers who are specifically trained to assist officers in providing emotional support and resources/referrals to fellow TPD members experiencing a use of force critical incident.

PEER SUPPORT PERSON (PSP) – a dedicated, compassionate TPD member specifically trained to be available to his/her fellow brothers and sisters to engage in a conversation, provide encouragement, coordinate resources and/or provide an appropriate referral for those struggling with professional or personal challenges. The PSP is a colleague, not a counselor or therapist, and trained to recognize and refer their peers to a licensed mental health professional (LMHP), i.e. FRSS or EAP when the situation is beyond their scope of assistance.

USE OF FORCE CRITICAL INCIDENT – an event involving the immediate risk of death or injury to an officer or others in which an officer used force resulting in great bodily injury or death, or an officer with significant involvement in the same incident, requiring a greater than normal degree of emotional adjustment on the part of the officer. This also includes officers involved in an incident which results in great bodily injury or death of another not caused by the direct actions of

the officer (i.e. intoxicated person stumbling into the road and struck by an officer obeying traffic laws).

PROCEDURES:

1. Any officer can contact an on-duty P2P member, either directly or through the dispatcher, whenever a critical incident has occurred or as officers requested. Requests for peer contact from a P2P member shall be completed within 24 hours of referral. For emergent P2P requests requiring immediate response, an officer, supervisor, or dispatch will contact the P2P team manager.
2. Dispatch will request a P2P Team 5 member or Team Leader, formerly known as CIRT, when a use of force critical incident has occurred. A supervisor, involved officer, or dispatcher will provide the member with information about the incident (e.g., location, nature of the incident). Officers are also encouraged to contact P2P members at their own discretion
3. The officer involved should be allowed to contact anyone they desire to assist him/her following involvement in a critical incident or use of force critical incident (i.e., a P2P member, P2P Team 5 member, minister or chaplain, a close friend, or family member). If the officer involved requests assistance, the P2P member will remain with the officer as long as necessary to provide short-term support. Inform the officer of additional resources that are available to the officer and to his/her family.
4. The P2P member will be available to provide support to the involved officer if he/she desires assistance.
5. The P2P member will discuss with the involved officer the various potential reactions that they may experience as the result of a critical incident.
6. The P2P member will provide additional P2P services as requested by the involved officer.
7. The P2P member will advise the involved officer that First Responder Support Services (FRSS) will be notified of the critical incident or the use of force critical incident and that the involved officer may be contacted by FRSS.
8. The P2P member will notify FRSS and provide them with information concerning the incident.
9. Public Safety Communications will maintain a current list of P2P members that includes each officer's home telephone number and current duty assignment.

REGULATION:

1. A P2P member shall be contacted anytime an officer requests their assistance.
2. P2P members shall adhere to confidentiality according to Peer Support Counseling Privilege, 12 O.S.§ 2506.2 (2024) and the P2P Guidelines.

REFERENCES:

Peer to Peer Guidelines