



Employee Assistance Program

I. POLICY

The Ridgely Police Department offers an Employee Assistance Program (EAP) to all agency members, both sworn and non-sworn. This mental health program is free of charge and strictly confidential. It is available 24 hours a day and 7 days a week.

II. PURPOSE

1. The EAP shall provide free access to confidential mental health services, including;
 - A. Counseling Services
 - B. Crisis Counseling
 - C. Stress Management Counseling
 - D. Resiliency Sessions
 - E. Peer Support Services for law enforcement officers.

III. UTILIZATION of EAP

1. An agency member may voluntarily utilize the EAP at any time if they feel that they would benefit from it.
2. The agency encourages its members to be mindful of the toll that public demonstrations and civil unrest can have on their mental health.
3. Before a sworn member returns to full duty status, the Ridgely Police Department shall provide the following;
 - A. Voluntary mental health consultation and voluntary counseling services to the agency member if the member is involved in an incident involving an accident resulting in a fatality.
 - B. A mandatory mental health consultation and voluntary counseling services to the agency member if the member is involved in an incident involving a serious line-of-duty injury to the member, a member-involved shooting, or any use of force incident resulting in a fatality or serious injury.
4. The Chief of Police retains the right to activate the EAP in specific incidents if they feel that it is in the best interest of the Town, Department, or agency member.

IV. DELIVERY of SERVICES

1. Any department member seeking services under this policy may contact For All Seasons Behavioral Health Center at 410-822-1018 or 888-407-8018.