



## **Basic Law Enforcement Wellness Curriculum and Resource Guide**

This Curriculum & Resource Guide were conceived to create a platform to teach the basic concepts of Police Wellness to law enforcement professionals from as many agencies as possible. It is designed to be flexible and adaptable yet set minimum benchmarks upon which all agencies can build a positive and supportive health and wellness environment for all their employees.

Published by The Law Enforcement Survival Institute and CopsAlive.com  
[www.LawEnforcementSurvivalInstitute.org](http://www.LawEnforcementSurvivalInstitute.org) • [www.CopsAlive.com](http://www.CopsAlive.com)

Prepared with contributions from members of the International Law Enforcement Educators and Trainers Association (ILEETA)

Copyright 2015 The Law Enforcement Survival Institute

Permission is granted for any law enforcement officer, employee or agency as well as any first responder to reproduce this material in part or in its entirety for the purposes for law enforcement or first responder wellness training within a governmental agency as long as proper citation is given as follows:

Reprinted with permission from The Law Enforcement Survival Institute

This Basic Law Enforcement Wellness Curriculum was created by The Law Enforcement Survival Institute and CopsAlive.com with contributions from members of the International Law Enforcement Educators and Trainers Association (ILEETA). It is intended to help promote the comprehensive wellness of law enforcement professionals and all first responders. It is a living document and will be continuously revised by its users and creators. Find the most recent version at: [www.CopsAlive.com/WellnessCurriculum](http://www.CopsAlive.com/WellnessCurriculum)

More information can be found at [www.LawEnforcementSurvivalInstitute.org](http://www.LawEnforcementSurvivalInstitute.org) and [www.CopsAlive.com/WellnessCurriculum](http://www.CopsAlive.com/WellnessCurriculum)

## **TABLE OF CONTENTS**

<b><u>PROJECT DESCRIPTION: .....</u></b>	<b><u>5</u></b>
<b><u>CURRICULUM OVERVIEW: .....</u></b>	<b><u>5</u></b>
<b><u>CURRICULUM STRUCTURE &amp; USAGE .....</u></b>	<b><u>7</u></b>
<b><u>BASIC STRUCTURES FOR YOUR PRESENTATIONS .....</u></b>	<b><u>7</u></b>
<b><u>SAMPLE OUTLINE .....</u></b>	<b><u>8</u></b>
<b><u>GENERAL CONCEPTS.....</u></b>	<b><u>10</u></b>
<b><u>PHYSICAL WELLNESS TOPICS.....</u></b>	<b><u>11</u></b>
<b><u>CONSIDERATIONS FOR PHYSICAL WELLNESS.....</u></b>	<b><u>11</u></b>
<b><u>PHYSICAL WELLNESS RISK FACTORS.....</u></b>	<b><u>11</u></b>
<b><u>PROPER NUTRITION.....</u></b>	<b><u>12</u></b>
<b><u>PHYSICAL ACTIVITY/EXERCISE .....</u></b>	<b><u>13</u></b>
<b><u>PHYSICAL FITNESS STANDARDS &amp; TESTING .....</u></b>	<b><u>13</u></b>
<b><u>WEIGHT MANAGEMENT .....</u></b>	<b><u>15</u></b>
<b><u>TOBACCO USE .....</u></b>	<b><u>15</u></b>
<b><u>ALCOHOL CONSUMPTION .....</u></b>	<b><u>15</u></b>
<b><u>CAFFEINE.....</u></b>	<b><u>15</u></b>
<b><u>SUPPLEMENTS .....</u></b>	<b><u>15</u></b>
<b><u>FATIGUE MANAGEMENT .....</u></b>	<b><u>15</u></b>
<b><u>AGENCY CONSIDERATIONS ON PHYSICAL WELLNESS.....</u></b>	<b><u>15</u></b>
<b><u>EMOTIONAL WELLNESS TOPICS .....</u></b>	<b><u>15</u></b>
<b><u>CREATE A CULTURE OF HEALTH &amp; WELLNESS.....</u></b>	<b><u>15</u></b>
<b><u>EMOTIONAL WELLNESS RISK FACTORS &amp; SYMPTOMS .....</u></b>	<b><u>16</u></b>
<b><u>STRESS MANAGEMENT .....</u></b>	<b><u>16</u></b>

<b>POLICE SUICIDE PREVENTION .....</b>	<b>16</b>
<b>RISK TAKING BEHAVIORS.....</b>	<b>17</b>
<b>CRISIS SUPPORT.....</b>	<b>17</b>
<b>MAKING IT SAFE TO ASK FOR HELP .....</b>	<b>18</b>
<b>CHIEF'S LEAD THE WAY.....</b>	<b>18</b>
<b>SPECIALIZED PROGRAMS FOR EMOTIONAL &amp; PSYCHOLOGICAL SUPPORT.....</b>	<b>19</b>
<b>AGENCY CONSIDERATIONS FOR EMOTIONAL WELLNESS.....</b>	<b>19</b>
<b>INTERVENTION .....</b>	<b>19</b>
<b>HAVING THE COURAGEOUS CONVERSATION .....</b>	<b>19</b>
<b>OTHER TOPICS RELATED TO HEALTH &amp; WELLNESS .....</b>	<b>20</b>
<b>SPIRITUAL LIFE .....</b>	<b>20</b>
<b>RETIREMENT MANAGEMENT .....</b>	<b>20</b>
<b>TIME MANAGEMENT.....</b>	<b>20</b>
<b>OTHER ISSUES FOR CONSIDERATION .....</b>	<b>20</b>
<b>CHANGING OUR LAW ENFORCEMENT CULTURE .....</b>	<b>20</b>
<b>INTERNAL BULLYING IN OUR LAW ENFORCEMENT CULTURE .....</b>	<b>21</b>
<b>WELLNESS FOR RETIRED EMPLOYEES .....</b>	<b>21</b>
<b>RESOURCES FOR YOUR FURTHER RESEARCH.....</b>	<b>21</b>
<b>HOW TO CONTRIBUTE TO THIS BASIC WELLNESS CURRICULUM .....</b>	<b>22</b>
<b>LIST OF ILEETA CONTRIBUTORS.....</b>	<b>22</b>

## **Basic Law Enforcement Wellness Curriculum**

### **Project Description:**

This project was conceived to create a Basic Police Wellness Curriculum. We believe that the core of this curriculum should be divided between emotional and physical wellness and should be constructed so that any law enforcement training-officer can take the materials and adapt a program suitable for their agency. This curriculum is not meant to be all-inclusive but rather will possess the basic tenets necessary for a basic law enforcement wellness education program.

We thought that we should create FOUR different products to be used as the trainer sees fit:

- One big comprehensive curriculum document with all material and,
- A smaller comprehensive curriculum document of all the material and,
- A simple curriculum document (one page?) on only physical wellness issues and,
- A simple curriculum document (one page?) on only emotional wellness issues

### **Description of the Curriculum Development Process**

- Phase 1 - Training and focus group meetings held at the ILEETA 2014 conference
- Phase 2 - Writing to draft the basic curriculum
- Phase 3 - Peer review
- Phase 4 - Publication
- Phase 5 - Evaluation
- Phase 6 - Rewriting if necessary
- Phase 7 - Secondary peer review if necessary

This document contains the topic areas and general headings that guided the development process:

### **Thoughts for the Peer Review Process:**

- One master document with everyone submitting input to one source – now on CopsAlive.com

### **Ideas for - Peer Review Instructions**

- Quick review for needed or missing concepts
- Don't worry about spelling, grammar, punctuation etc.
- Lots of major input now and may be hard to collate minor changes
- Send changes in separate document using the original headings to assist in locating changes

### **Peer Review Checklist:**

- Add your input
- Submit source info for materials not yours
- Submit any resources you recommend (book titles, web links, PDF's etc.)
- Email additions & changes in separate document to [Submissions@CopsAlive.com](mailto:Submissions@CopsAlive.com)
- Make sure you annotate them for "Basic LE Curriculum"

### **Curriculum Overview:**

**Course Title:** Basic Law Enforcement Wellness Curriculum

<b>Course Objectives:</b>	This Basic Police Wellness Curriculum is meant to be adaptable to the needs of any law enforcement or first responder agency and provides the rudimentary tenets necessary for a basic wellness education program that should include both issues about physical as well as emotional wellness.
<b>Instructional Goals/Objectives:</b>	This is meant to be a “Basic” Police Wellness Curriculum. The core of any program should include both emotional and physical wellness. This document is constructed so that any law enforcement trainer can take these materials and adapt a program suitable for their agency’s needs and time constraints. This curriculum is not meant to be all-inclusive, nor is it meant to tell you what to say, but rather it possesses the rudimentary tenets necessary for a basic law enforcement wellness education program. The trainer may pick and chose the topics that fit their needs, and course length, and utilize the listed resources for each topic to fill out their own personalized program.
<b>Course Outline:</b>	This document outlines important but general concepts in a framework that the trainer can utilize as a foundation to then build their own course outline using the concepts and resources listed herein.
<b>Course Content/Topics:</b>	This curriculum includes a wide variety of wellness topics collected under the general headings of Emotional Wellness, Physical Wellness, Other Topics, Other Issues and Resources
<b>Instructional Methods:</b>	This is a collection of content and resources on wellness issues the trainer can utilize whatever instructional methods they choose including lecture, discussion, activities, debate or any other method of their choosing.
<b>Materials:</b>	This program does not include any materials specifically but rather gives the instructor web links to useful articles, handouts, PowerPoint presentations and websites. The instructor can decide what materials to reproduce for the course they have created.
<b>Attendee Assignments:</b>	The instructor can make any assignments they chose for the attendees in their course.
<b>Evaluation:</b>	There are two evaluations included at the end of this document. One is a sample evaluation that the instructor may adapt for their use with this material. The other is an evaluation of this curriculum that we encourage the instructor to copy, fill out and email to us for evaluation and future modification of this curriculum. Please email your evaluation to: <a href="mailto:info@CopsAlive.com">info@CopsAlive.com</a>
<b>Contributions To This Curriculum:</b>	We need and encourage your suggestions and contributions to this curriculum. It is intended to be a living document that will constantly undergo changes as norms and

standards in law enforcement and wellness evolve. Please send your thoughts, ideas, resources and suggestions to [info@CopsAlive.com](mailto:info@CopsAlive.com)

## **Curriculum Structure & Usage**

This curriculum is intended to support the law enforcement trainer in the development of a personalized wellness educational program based upon your audience needs, agency policies and time constraints.

The developers of this document never intended to tell you how to present these materials to your audience but rather to guide you with general concepts, basic structure and available resources.

## **Basic Structures For Your Presentations**

### 15-minute presentation structure for roll call or a staff meeting

This structure is designed for very short presentations and should only focus on one topic area drawn from the curriculum. For example you might choose the topic of Proper Nutrition from the curriculum “Avoid fast foods – pack a lunch” and build a 15 minute session around this including a discussion about what everyone thinks their lunch should include. This structure will only have time to include an introduction, presentation of the basic information, a short discussion and then a call to action of some kind. You might also present some thoughts for further research by your audience and perhaps set up a time for further discussion.

### 30- minute presentation structure for in-service or short training seminars

This structure is designed for slightly longer but still short presentations and should focus on from one to three topic areas drawn from the curriculum. For example you might choose the topic of Police Suicide Prevention from the Emotional Wellness section of the curriculum and build a 30-minute session around this including a discussion and perhaps a short activity.

This structure also has limited time constraints and you should use your time carefully. Always try to include time for your audience to interact and discuss. They will find the time spent more useful and will provide amazing insights when allowed to contribute. For this time frame you should include an introduction, presentation of the basic information, a short discussion and then a call to action of some kind. If you have time you might add as short 5-10 minute activity. You can also propose some ideas for further research by your audience and perhaps set up a time for a follow-up discussion.

### 1-hour presentation structure for longer seminars or in-service training

This structure gives you the most flexibility as an instructor and can focus on from three to five topic areas per hour of class time. For example you might choose the broad topic of Create A Culture Of Health & Wellness from the Emotional Wellness section of the curriculum and build a 1-hour session around this topic area including a discussion and perhaps a couple of short activities.

### 2-hour or longer presentation structure for more comprehensive training

This structure gives you much more time as an instructor and you will be able to focus on more than five topic areas if you choose. This might be your opportunity to choose the

broad topic of Creating A Comprehensive Wellness Program for your agency, and you can draw from all the sections of this curriculum to build a multi-hour that includes activities, discussion and perhaps a couple of group exercises.

## Sample Outline

30-minute to 1-hour presentation structure for an in-service or short training seminar

Topic: Law Enforcement Suicide Prevention

Used with permission from: BREAKING THE SILENCE: LAW ENFORCEMENT FOR LAW ENFORCEMENT

Video Facilitation Guide produced by the Carson J Spencer Foundation in Partnership with:

American Association of Suicidology, International Association of Chiefs of Police, National Action Alliance for Suicide Prevention

### **INTRODUCTION:** Topic and presenters - 3 Minutes

Introduce yourself and any co-presenters. State your motivation for leading this discussion

#### *Read the following information*

Suicides within law enforcement are a problem that is long overdue for discussion and action. Today we are going to start an open discussion within our agency about the issues surrounding law enforcement suicides and their prevention.

“Statistics from the Federal Bureau of Investigation’s Law Enforcement Killed and Assaulted data and survey results from the 2012 National Study of Police Suicides: “law enforcement officer deaths by suicide were twice as high as compared to traffic accidents and felonious assaults during 2012.”

If you look at other long term data law enforcement officers are more than twice as likely to die by suicide than they are likely to be murdered in the line of duty.

#### Here Are Some Facts About Law Enforcement Suicide:

The average age of officer in the 2012 study was 42 years old at time of suicide

The average time on job as a police officer at the time of suicide was 16 years of service

91% of suicides were by male officers

The age in which police officers were most at risk was ages 40 to 44

The time on the job when police officers are most at risk was 15 to 19 years of service

63% of police suicide victims were single

11% of police suicide victims were military veterans

Firearms were used in 91.5% of police suicides

In 83% of the police officer suicides, personal problems appear prevalent prior to the suicide

11% of the police officers committing suicide had legal problems pending

California and New York had the highest reported police suicides

From the O’Hara, Violanti, Levenson, & Clark (2013) study as reported by Mark Bond, professor of criminal justice at American Military University in “Silent Suffering: Warning Signs and Steps to Prevent Police Suicide” on:

<http://inpublicsafety.com/2014/03/silent-suffering-warning-signs-and-steps-to-prevent-police-suicide/>

Add Your Own Facts Related To Your Area or Audience or Add an Anecdote or Story



## **OUR AGENCY'S GOALS FOR THIS PROGRAM:** - 5 Minutes

Our task when this is done is to decide what we will do about this problem here within our agency.

This program is intended to:

1. Raise awareness regarding suicide and mental health issues in law enforcement while creating culture of support and understanding within our agency.
2. Identify and evaluate our existing resources, national best practices, and training related to suicide prevention, intervention, and response programs.
3. Allow us the opportunity to create our own strategic plan for proactive measures within our agency to mitigate the risk of suicide and openly address officer mental health as a core element of our officer safety programs.

Our goals for this session are:

1. To discuss law enforcement suicide in relation to how it can affect our agency.
2. To create an action plan for the regular discussion about law enforcement wellness & suicide prevention

ADD YOUR OWN AGENCY SPECIFIC GOALS HERE

Consider Adding Your Own Agency Goals About:

Law Enforcement Stress & Suicide Awareness

Support Programs In Place Now

Support Programs Needed

Other Existing Resources

The Development of a Strategic Plan for Suicide Prevention, Intervention, and Response

After the video will have a discussion and conduct several short exercises to determine your suggestions about what our agency should do next to address this problem.

## **PLAY THE VIDEO:** “Breaking the Silence: Suicide Prevention in Law Enforcement” - 12 Minutes

## **LEAD THE DISCUSSION & ACTIVITIES:** 5 Minutes

**QUESTIONS:**       What were your thoughts about the video?  
                              Can this happen here?  
                              Are we prepared to prevent a suicide within our agency?

**ACTIVITY:** The video discussed a number of tactics and programs and resources that can help identify and prevent potential law enforcement officer suicides. Divide into groups of 3 or 4 people and come up with one suggestion from your group that our agency can do to prevent law enforcement officer suicide.

Call for volunteers to take the next chosen steps and close the session with a call to action.

## **PRESENT THIS CALL TO ACTION STATEMENT:**

Law enforcement suicide is an impulsive act and is preventable - Every one of us has a responsibility in that.

### **Mention “Make It Safe” Police Officer Initiative**

The Make it Safe Police Officer Initiative developed by police psychologist Jack Digliani, Ph.D., Ed.D. is designed to help “make it safe” for officers to ask for psychological support. The Initiative is comprised of 12 elements designed to address the frequency of police suicide by changing the police culture, engaging proactive programs, removing perceived stigma in asking for help, and reducing secondary danger. You can learn more on Jack’s website at: [www.JackDigliani.com](http://www.JackDigliani.com) or you can download an information packet about the Make it Safe Police Officer Initiative from CopsAlive.com at: <http://www.CopsAlive.com/suggests?jdmispackage/ileeta2015>

Before you leave this room decide what you can do to learn more, take action for our agency or assist one of your peers who might be in trouble. Write down some goals now – Take some action today!

### **THIS IS THE END OF THE 30-MINUTE SESSION**

YOU CAN EXTEND THE SESSION BY ADDING THESE ACTIVITIES AND TABLE TOP DISCUSSIONS

**ADDITIONAL ACTIVITIES:** 10 minutes up to 30 minutes

*Divide into groups of 3 or 4 people and have them discuss one or more of the following issues. When they have finished their discussion have them report back to the larger group about their findings and recommendations.*

QUESTION: How Would You Handle The Funeral Of A 20 Year Veteran Officer Who Committed Suicide On-Duty? Some feel that law enforcement suicide is an obvious side-effect of a long and stressful career and should be treated like any other line of duty death and the funeral should come with full honors and respect. Others feel that law enforcement suicide is a cowardly act and should not be recognized nor allowed to take away from those who gave their lives in the line of duty. Discuss this issue and see if you can come to consensus about how your agency should handle a line of duty suicide.

QUESTION: Our law enforcement culture emphasizes strength and toughness and often times makes it difficult for someone suffering emotional trauma to ask for help. How can we as an organization change our culture to promote better mental health and support without making people fear for the loss their reputations or their jobs?

*The bulk of this document is made up of resources to give you support materials, documentation and handouts for the topics you choose to insert into your wellness program.*

## **General Concepts**

### **Statement of Purpose**

Purpose of this curriculum:

This project was conceived to create a Basic Police Wellness Curriculum. We believe that the core of this curriculum should be divided between emotional and physical wellness and should be constructed so that any law enforcement training officer can take the materials and adapt a program suitable for their agency. This curriculum is not meant

to be all inclusive but rather will possess the basic tenets necessary for a basic law enforcement wellness education program.

Law enforcement trainers needs to take the lead in this initiative!  
We can drive wellness!

Wellness of mind, spirit and body  
Goals: To be “Healthy and Happy”  
To Create Balance

Define the target person - physical & emotional for goal setting purposes only

Set your personal goals:  
Nutrition, Snacking, Meals on the go, Sleep, PT, Hydration, Alcohol use, Tobacco use, Caffeine use, Weight & BMI, BP, Resting heart rate, Run, Sit-ups, Pushups, Mental health, peer support, Oath & Ethics, Beliefs on Suicide, Mature, Risk Management, Positive self-talk, Positive outcome visualizations, Play the “What If Game”, Daily stress management practices,

Agency Considerations:  
Hire to standards - then maintain those standards (physically and emotionally)  
Support those human resources who support their communities

## Physical Wellness Topics

### Considerations for Physical Wellness

Physical wellness is critical in law enforcement. Physical wellness includes physical fitness, proper nutrition, proper sleep and rest as well as healthy practices.

### Physical Wellness Risk Factors

Wellness Connection posted an article on January 18, 2014 entitled: ***The Link between Modifiable Health Risk Factors & Increased Medical Costs.*** In one of the best studies on the effects of modifiable health risk factors on employer and employee health care spending at seven corporations, it was reported that 22.4 percent of the \$366 million spent annually by the seven employers and their 92,000 employees was attributed to 10 risk factors. These modifiable risk factors should become the focal point of your worksite health promotion efforts. The major risk factors and associated medical costs reported in the study results were:

Obesity – \$347MM  
Physical inactivity – \$179 MM  
Depression – \$128 MM  
Tobacco use – \$106 MM  
High blood glucose – \$104 MM  
High blood pressure – \$80.8 MM  
Stress – \$38.3 MM

Seven combined risk factors that contribute to heart disease (obesity, high stress, tobacco use, high blood pressure, high blood glucose, high total cholesterol and physical inactivity) resulted in cost increases of a whopping 214%. The risk factors of high stress, tobacco use, high blood pressure, high total cholesterol combined were associated with cost increases of 62%.

Source: <http://wellnessconnection.com/the-link-between-modifiable-health-risk-factors-increased-medical-costs> Web accessed 4-9-15

The American Institute for Preventive Medicine Wellness offers a White Paper on *The Health & Economic Implications of Worksite Wellness Programs* that is available here:

[http://www.healthylife.com/documents/white%20paper%20charts\\_low.pdf](http://www.healthylife.com/documents/white%20paper%20charts_low.pdf)

April 2014 article in the Denver Business Journal by Ed Sealer entitled: ***Pinnacol study: Workplace wellness programs greatly decrease risk factors***. The story about research done by Pinnacol Assurance company showed that Wellness programs can decrease health risks of workers by 25 percent or more. It can be found here: <http://www.bizjournals.com/denver/news/2014/04/29/pinnacol-study-workplace-wellness-programs-greatly.html?page=all>

## Proper Nutrition

Key Factors:

- Eat breakfast / eat more in morning, less in evening
- Avoid fast foods – pack a lunch
- Recommended foods: nuts, fish, avocado, fruit/vegetables
- Eat Protein at every meal
- Foods to avoid: trans-fat, high-fructose corn syrup
- Limit snacking
- Drink plenty of clean, pure water

U.S. Government nutritional recommendations are available for the U.S. Department of Agriculture on their Choose My Plate website at: <http://www.choosemyplate.gov/> This has replaced the old food pyramid.

Find some great reproducible handouts on their site at: <http://www.choosemyplate.gov/healthy-eating-tips/ten-tips.html>

The U.S. Department of Health and Human Services, along with the Department of Agriculture, issues "Dietary Guidelines for Americans," every few years. Here are some of the 2015 Dietary Guidelines Advisory Committee Recommendations from the Scientific Report of the 2015 Dietary Guidelines Advisory Committee:

One very interesting one points out a change in concerns about cholesterol that you people may not know about:

"Previously, the Dietary Guidelines for Americans recommended that cholesterol intake be limited to no more than 300 mg/day. The 2015 DGAC will not bring forward this recommendation because available evidence shows no appreciable relationship between consumption of dietary cholesterol and serum (blood) cholesterol, consistent with the AHA/ACC (American Heart Association / American College of Cardiology) report. Cholesterol is not a nutrient of concern for overconsumption."

Other 2015 DGAC recommendations encourage dietary patterns that are low in saturated fat, added sugars and sodium. The goals for the general population are:

- Less than 2,300 milligrams of dietary sodium per day.

- Less than 10% of total calories from saturated fat per day.
  - A maximum of 10% of total calories from added sugars per day.
- Source: <http://www.health.gov/dietaryguidelines/2015-scientific-report/>

CNN did a good article on this subject at: <http://www.cnn.com/2015/02/19/health/dietary-guidelines/index.html>

## Physical Activity/Exercise

Each officer or agency should set their goals about levels of physical fitness. Attention should be paid to the types of physical activities they will be called upon to do under duress on the streets.

You could use the Cooper Institute recommendations for physical fitness activities to help you, or your agency, set some goals for accomplishments. Use their Standards to set your objectives:

Aerobic Capacity (Cardiorespiratory)	1.5 Mile Run
Anaerobic Power (Sprinting Ability)	300 Meter Run
Anaerobic Power (Explosive Leg Strength)	Vertical Jump
Muscular Strength (Upper Body)	1 RM Bench Press
Muscular Endurance (Upper Body)	1 Minute Push-Ups
Muscular Endurance (Core Body)	1 Minute Sit-Ups
Muscular Strength (Lower Body)	1RM Leg Press
Flexibility (Lower Back and Hamstrings)	Sit-and-Reach
Body Composition (Percent Body Fat)	% Fat (caliper/underwater weighing/impedance)

Excellent article on the Calibre Press website entitled: **Functional Fitness: How strong does a cop need to be?** By *Greg Amundson*  
<http://calibrepress.com/2015/02/functional-fitness/>

## Physical Fitness Standards & Testing

The topic of physical fitness standards and testing in law enforcement is a highly debated one but one on which you should become familiar with even if you are only talking about improving physical fitness.

List target activities and tests/standards for each  
 Must be work related

## Sources for Information

### The International Association Of Chief's Of Police (IACP)

The International Association Of Chief's Of Police (IACP) has a discussion of this topic in the March 2004 issue of Police Chief magazine entitled: ***Underlying Physical Fitness Factors for Performing Police Officer Physical Tasks*** By Thomas R. Collingwood, Ph.D., President, Fitness Intervention Technologies, Richardson, Texas; Robert Hoffman, Program Coordinator, Thomas and Means LLP, Huntersville, North Carolina; and Jay Smith, President, Integrated Fitness Systems and FitForce, Salem, Massachusetts. Find that here:

[http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display\\_arch&article\\_id=251&issue\\_id=32004](http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display_arch&article_id=251&issue_id=32004)

The FBI addressed the topic in several issues of the Law Enforcement Bulletin. In May of 2005 entitled: *Physical Fitness: Tips for The Law Enforcement Executive* by Daniel E. Shell  
<http://leb.fbi.gov/2005-pdfs/leb-may-2005>

and in the October 2002 issue with an article entitled: *Physical Fitness in Law Enforcement: Follow the Yellow Brick Road* By Patti Ebling at: <http://leb.fbi.gov/2002-pdfs/leb-october-2002>

### **The Federal Law Enforcement Training Centers**

The Federal Law Enforcement Training Centers have a list of their standards called the Physical Efficiency Battery which is a fitness test consisting of five different components to measure the fitness level of the students. Learn more at:  
<https://www.fletc.gov/physical-efficiency-battery-peb>

### **Stew Smith Fitness:**

Stew Smith Fitness has done a nice job of assembling a list of U.S. State Police Physical Fitness Assessment Standards for New Recruits on one web page at:  
<http://www.stewsmith.com/linkpages/LElinks.htm>

### **Cooper Institute:**

The Cooper Institute has recommendations for physical fitness activities to help you, or your agency, set some goals for accomplishments. Use their Standards to set your objectives:

Aerobic Capacity (Cardiorespiratory)	1.5 Mile Run
Anaerobic Power (Sprinting Ability)	300 Meter Run
Anaerobic Power (Explosive Leg Strength)	Vertical Jump
Muscular Strength (Upper Body)	1 RM Bench Press
Muscular Endurance (Upper Body)	1 Minute Push-Ups
Muscular Endurance (Core Body)	1 Minute Sit-Ups
Muscular Strength (Lower Body)	1RM Leg Press
Flexibility (Lower Back and Hamstrings)	Sit-and-Reach
Body Composition (Percent Body Fat)	% Fat (caliper/underwater weighing/impedance)

Use the Cooper Institute Law Enforcement Standards to set your specific individual, or agency, training objectives:

Test	Range
1.5 Mile Run	14:40 - 15:54 minutes
300 Meter Run	64.3 - 66.0 sec
1RM freeweight bench press raw score	151 – 165 lbs
1RM freeweight bench press ratio	.78 - .84 of body weight
Push-Up	25 – 34 reps
Sit-Up	30 – 38 reps
Vertical Jump	15.5 – 16 inches

Learn more here: <https://www.cooperinstitute.org/vault/2440/web/files/684.pdf>

What does THAT have to do with being a cop? Employment Standards in Law Enforcement Report from the International Association of Chiefs of Police 2006 Conference Boston, MA presented by attorneys Alan Andrews and Julie Risher  
Download the PDF report here: <http://www.aele.org/andrews2006.pdf>

## **Weight Management**

Check BMI (body mass index), waist circumference

Chronic disease education: diabetes, hypertension, coronary artery disease, effects of alcohol and tobacco

## **Tobacco Use**

Smoking cessation – See American

## **Alcohol Consumption**

## **Caffeine**

## **Supplements**

## **Fatigue Management**

Sleep hygiene

Sleep apnea awareness

You can find a PDF copy of the report Tired Cops: The Prevalence and Potential Consequences of Police Fatigue by Bryan Vila and Dennis Jay Kenney produced by NCJRS here:

<http://www.copsalive.com/suggests?vilatiredcops/basicwellness>

## **Agency Considerations On Physical Wellness**

Tests/standards for each target activity

## **Emotional Wellness Topics**

## **Create A Culture of Health & Wellness**

Morella Devost is an Integrative Nutrition certified Holistic Health Counselor and holds an EdM and MA in Psychological Counseling from Columbia University has an organization called Transformationone which has an excellent training guide called The 11 Keys to Creating a Culture of Wellness that you can find here:

[http://transformationone.com/wp/wp-content/uploads/2012/01/TO\\_11\\_Keys\\_to\\_Wellness.pdf](http://transformationone.com/wp/wp-content/uploads/2012/01/TO_11_Keys_to_Wellness.pdf)

ERC HR Insights Blog has an article on **8 Ways to Create a Culture of Wellness** at: <http://www.yourerc.com/blog/post/8-Ways-to-Create-a-Culture-of-Wellness.aspx>

Learn to build a law enforcement culture of wellness with True Blue Valor at: <http://truebluevalor.com/>

## Emotional Wellness Risk Factors & Symptoms

The Canadian Centre for Occupational Health and Safety lists a page on **Mental Health - Psychosocial Risk Factors in the Workplace** you can find here: [http://www.ccohs.ca/oshanswers/psychosocial/mentalhealth\\_risk.html](http://www.ccohs.ca/oshanswers/psychosocial/mentalhealth_risk.html)

There is an article on HelpGuide.org that list a lot of information and resources on **Improving Emotional Health** including one section on: **Risk factors for mental and emotional problems.** That you can find here: <http://www.helpguide.org/articles/emotional-health/improving-emotional-health.htm>

## Stress Management

Key Factors:

- Breathing
- Meditation
- stress recognition
- resilience

Santa Clara University has listed the **Top 10 Stress Management Techniques** at: <https://www.scu.edu/wellness/topics/stress/toptenstress.cfm>

Find **10 Relaxation Techniques That Zap Stress Fast** By Jeannette Moninger Reviewed by Michael W. Smith, MD on WebMD at: <http://www.webmd.com/balance/guide/blissing-out-10-relaxation-techniques-reduce-stress-spot>

Read **A Stress Management Prescription for Law Enforcement and Police Officers** on CopsAlive.com which includes a downloadable Roll Call Discussion Training Key at: <http://www.copsalive.com/a-stress-management-prescription-for-law-enforcement/>

Read **Police Officers Need to Learn to Manage Stress Before it Ruins their Lives and Careers** on CopsAlive.com at: <http://www.copsalive.com/police-officers-need-to-learn-to-manage-stress-before-it-ruins-their-lives-and-careers/>

An article in the August 2009 issue of Police Chief magazine entitled: **Stress Management Research at the Ontario Police College** By Irene Barath, Instructor, Leadership Training Unit, Ontario Police College, Aylmer, Ontario, Canada can be found at: [http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display\\_arch&article\\_id=1871&issue\\_id=82009](http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display_arch&article_id=1871&issue_id=82009)

## Police Suicide Prevention

Discussions on police suicide are very necessary in modern law enforcement.



### Here Are Some Facts About Law Enforcement Suicide:

The average age of officer in the 2012 study was 42 years old at time of suicide  
The average time on job as a police officer at the time of suicide was 16 years of service  
91% of suicides were by male officers  
The age in which police officers were most at risk was ages 40 to 44  
The time on the job when police officers are most at risk was 15 to 19 years of service  
63% of police suicide victims were single  
11% of police suicide victims were military veterans  
Firearms were used in 91.5% of police suicides  
In 83% of the police officer suicides, personal problems appear prevalent prior to the suicide  
11% of the police officers committing suicide had legal problems pending  
California and New York had the highest reported police suicides  
From the O'Hara, Violanti, Levenson, & Clark (2013) study as reported by Mark Bond, professor of criminal justice at American Military University in "Silent Suffering: Warning Signs and Steps to Prevent Police Suicide" on:

<http://inpublicsafety.com/2014/03/silent-suffering-warning-signs-and-steps-to-prevent-police-suicide/>

The video "Breaking the Silence: Suicide Prevention in Law Enforcement" produced by The Carson J Spencer Foundation, in partnership with the International Association of Chiefs of Police, National Action Alliance for Suicide Prevention, and the American Association of Suicidology. The video production was supported financially by the Kenosha Police Department and additional support was provided by the Denver Police Department and police psychologists from Nicoletti-Flater Associates in Denver. The video features members of the Denver Colorado and Kenosha Wisconsin Police Departments. You can play the DVD or find the video on YouTube at this link: <https://www.youtube.com/watch?v=u-mDvJIU9RI>

Visit: <http://www.copsalive.com/prevent-police-suicides/> for a link to the video video "Breaking the Silence: Suicide Prevention in Law Enforcement" and a CopsAlive roll call discussion guide.

## **Risk Taking Behaviors**

### **Key Factors:**

- Speeding
- Seatbelt usage
- Wearing vest
- Not calling for backup

These behaviors are an important issue to be addressed with law enforcement training. Many of them lead to the majority of law enforcement line of duty deaths.

Visit the Below 100 website to learn about their programs, trainer trainings and materials at: [www.Below100.com](http://www.Below100.com)

## **Crisis Support**

### **Key Factors:**

- Crisis hotlines might provide services and reach people you cannot

Make it safe for people to ask for help  
Leaders should lead the way

### **Check out these crisis hotlines and post information at your agency:**

"Safe Call Now" Hotline for first responders (206) 459-3020 or 877-230-6060

You can learn more about Safe Call Now by visiting their website at:

<http://www.safecallnow.org/>

And the Cop2Cop program run by the New Jersey Department of Human Services Division of Mental Health and UBHC University Behavioral Healthcare at 1-866-Cop-2Cop (1-866-267-2267)

<http://www.copsalive.com/suggests?cop2cop/basicwellness>

**COPLINE** 1-800-267-5463 Check out their website at: <http://www.copline.org/>

Here are a couple of other **national suicide hotlines**: 1-800-SUICIDE(784-2433) OR 1-800-273-TALK(8255) a free, 24-hour hotline available to anyone in suicidal crisis or emotional distress. Your call will be routed to the nearest crisis center to you.

### **Serve & Protect**

Serve & Protect is a 501(c)(3) non-profit serving law enforcement, fire/rescue/EMT, dispatch, corrections and their families. We provide 24/7/365 CRISIS LINE, CHAPLAIN ALLIANCE, and THERAPIST ALLIANCE to serve the needs of these Homeland Heroes. Founded by Robert Michaels, who served with the 229th Military Police Battalion VANG, and norfolk Police on patrol and as a detective, we provide services with a boots on the ground understanding of the job. They are linked with Safe Call Now so you may get the same person depending upon what time of day you call.

[www.ServeProtect.org](http://www.ServeProtect.org)

1-615-373-8000

### **Making It Safe To Ask for Help**

The Make it Safe Police Officer Initiative developed by police psychologist Jack Digliani, Ph.D., Ed.D. is designed to help “make it safe” for officers to ask for psychological support. The Initiative is comprised of 12 elements designed to address the frequency of police suicide by changing the police culture, engaging proactive programs, removing perceived stigma in asking for help, and reducing secondary danger. You can learn more on Jack’s website at: [www.JackDigliani.com](http://www.JackDigliani.com) or you can download an information packet about the Make it Safe Police Officer Initiative from CopsAlive.com at: <http://www.CopsAlive.com/suggests?jdmispackage/basicwellness>

### **Chief’s Lead The Way**

#### **A Top-Down Approach To Addressing Police Trauma and Suicide**

Chiefs must set a “**New Standard**”: This is a call out to all chiefs to have a Proactive Health Check-In and then **inspire all their sergeants’ and command staff to do the same**. Then, the 1<sup>st</sup> line supervisors meet individually with each officer, dispatcher and support staff member and give him or her the encouragement and support to go for their Proactive Health Check-ins too.

You can download an information sheet here:

<http://www.CopsAlive.com/suggests?chiefsleadtheway/basicwellness>

## Specialized Programs For Emotional & Psychological Support

Key Factors:

- Understand the specific problems associated to that unit
- UC units
- Child Sex Assault
- Fatal Accident Investigation

## Agency Considerations For Emotional Wellness

Key Factors:

Support programs come in many forms

Peer Support, Critical Incident Support, Chaplain's Programs are just a few

Peer support (recognition, early intervention, referral)

Police Psychologist Jack Digliani Ph.D., Ed.D. teaches how to create a Proactive Peer Support program and makes his handbook *Police and Sheriff Peer Support Team Manual* available for free at:

[www.JackDigliani.com](http://www.JackDigliani.com)

## Intervention

Police Psychologist Jack Digliani Ph.D., Ed.D. offers a free *Law Enforcement Critical Incident Handbook* at: [www.JackDigliani.com](http://www.JackDigliani.com) and has a downloadable *Law Enforcement Critical Incident Information Handout Packet* at:

[http://www.jackdigliani.com/uploads/3/2/2/1/3221020/le\\_critical\\_incident\\_information.pdf](http://www.jackdigliani.com/uploads/3/2/2/1/3221020/le_critical_incident_information.pdf)

## Having the Courageous Conversation

Key Factors:

- Speak up when you see a problem
- It takes a lot of courage to say the things that really need to be said
- Keep discussions focused on specific behaviors not personality

Law Officer had an article in April of 2013 entitled: *Courageous Conversations: If you don't say anything, then who will?* that you can find here:

<http://www.lawofficer.com/articles/2013/04/courageous-conversations.html>

Law Officer had an article in June of 2012 *Below 100: Courageous Conversations - Saving lives of LEOs starts with reaching out & encouraging officer safety* By Capt. Travis Yates. Read it here:

<http://www.lawofficer.com/articles/2012/06/below-100-courageous-conversat.html>

*Ideas Into Action* is a publication created by the Canadian Ministry of Education to support Ontario's school and system leaders. One of their bulletins is entitled: *Engaging in Courageous Conversations* You can find it here:

<http://www.edu.gov.on.ca/eng/policyfunding/leadership/IdeasIntoActionBulletin2.pdf>

Forbes magazine had an article entitled: *Is it past time you engaged in a "Courageous Conversation?"* By Margie Warrell that you can find at:

<http://www.forbes.com/sites/margiewarrell/2012/11/13/courageous-conversation/>

Book: *Courageous Conversations About Race: A Field Guide for Achieving Equity in Schools*, written by Glenn Singleton and Curtis Linton as part of the Pacific Educational Group (PEG)

Book: *Fierce Conversations* by Susan Scott is labeled is the quintessential guide to productive, respectful, and results-driven communication and leadership.

### **Taking care of family**

[Effective] Communication with family members, peers, members of the public  
Have non-LE friends

## **Other Topics Related To Health & Wellness**

### **Spiritual Life**

Even though it's difficult to talk about the very core of what drives and motivates a law enforcement professional is critical. This does not need to be a discussion about religion but rather about the factors that either strengthen or deplete a peace officers spirit.

Consider using the book: *Spiritual Survival For Law Enforcement* by Chaplain Cary A. Friedman as your guide

The FBI Law Enforcement Bulletin in November 2009 entitled: *Police Training For The Whole Person* by Jonathan A. Smith Ph.D. available at:  
[http://www2.fbi.gov/publications/leb/2009/november2009/police\\_feature.htm](http://www2.fbi.gov/publications/leb/2009/november2009/police_feature.htm)

### **Retirement Management**

Key Factors:

### **Time Management**

Key Factors:

- Prioritization of tasks (family, work, self...)
- Importance of leisure
- Financial planning

## **Other Issues For Consideration**

### **Changing Our Law Enforcement Culture**

“The Day The Brotherhood Of Law Enforcement Died”

This concept offers a discussion on the pro's and con's of a “brotherhood and sisterhood” of law enforcement. It is designed as a discussion about our law enforcement culture, which may be both good and bad. You may adapt it to specific issues facing your agency or national news reports. The themes

listed are meant as a suggested path but you or your group may find another one. You might consider discussing honor, tradition, leadership, influence, service, taking care of our own, bullying, the code of silence, wellness and what we do to relax. This discussion is about YOUR role in the future of law enforcement as well as the future of your agency. So invite people to join in the discussion with an open mind and be willing to participate and see where it takes you. Download the full discussion guide from CopsAlive.com at: <http://www.copsalive.com/suggests?daybrotherdied/basicwellness>

## **Internal Bullying In Our Law Enforcement Culture**

In September of 2013 Kansas City, Missouri police chief Darryl Forté wrote a blog about workplace bullying in police services that you can find at:

<http://kcpdchief.blogspot.com/2013/09/workplace-bullying-needs-to-be-addressed.html>

Althea Olson and Mike Wasilewski wrote an article for PoliceOne on the subject entitled: Bullies in the workplace: Sabotaging police culture. You can find that at:

<http://www.policeone.com/police-jobs-and-careers/articles/8198287-Bullies-in-the-workplace-Sabotaging-police-culture/>

You will find some interesting Canadian case law and other resources on this subject at:

<http://www.bullyinginpolicing.com/>

## **Wellness For Retired Employees**

The FBI Law Enforcement Bulletin in November 2009 had an article entitled: *Retiring From The Thin Blue Line* that is available at:

<http://leb.fbi.gov/2009-pdfs/leb-october-2009> and <http://leb.fbi.gov/2009-pdfs/leb-november-2009/view>

## **Resources For Your Further Research**

CopsAlive.com 10 Minute Roll Call Discussion Guide “Law Enforcement Suicide Prevention - Take Charge” <http://www.copsalive.com/suggests?rx3xrc10m/director/basicwellness>

CopsAlive.com 10 Minute Roll Call Discussion Key "The Police PTSD Paradox"

<http://www.copsalive.com/suggests?rc10mptsdparadox/basicwellness>

CopsAlive.com 10 Minute Roll Call Discussion Key "Rx3x" 3x Prescription for Stress Management in Law Enforcement <http://www.copsalive.com/suggests?rx3xrc10m/basicwellness>

## **On-going Surveys**

We can still use Survey Monkey to setup on-going follow-up surveys – Open to ideas

## **The Future**

This is a living, growing document and will continue to do that as long as all of you keep contributing.

## How To Contribute To This Basic Wellness Curriculum

If you would like to contribute to this curriculum please send an email to [submissions@copsalive.com](mailto:submissions@copsalive.com) and add Basic Wellness Curriculum to the subject line. Please formulate your material for easy insertion into the curriculum document. Include your Full Name, Agency or Organization Name, Title, your Full Mailing Address. Please include a phone number where you may be reached in case we have any questions.

The newest version of this document can always be found at:  
<http://www.copsalive.com/basic-law-enforcement-wellness-curriculum-development/>

## List of ILEETA Contributors

Thanks goes to all of these people and more who didn't leave their name but still contributed their input.

First Name	Last Name	Agency	Title	State/Province
Mike	Ahrens	Rockford Police Department		IL
Joey	Anderson	Wichita Falls Police Department		TX
Alexis	Artwohl		Consultant	AZ
Tim	Barfield	Maple Heights Police Department	Lieutenant	OH
Boston	Bates	Santa Clara County Sheriff's Office		CA
Dane	Baumgartner	Blue Ash Police		OH
Renise	Bayne	No'eau Associates, LLC		HI
Brian	Blackburn	Cincinnati/N. Kentucky Intrnl Airport Police Department		OH
Kristin	Boustany	Wisconsin Department of Justice Training Officer		WI
Dana	Bowers	North Little Rock Police Department		AR
Chris	Bratton	Elgin Police Department	Chief of Police	TX
Lisa	Breskovich	Mt. Prospect Police Department		IL
Sean	Brown	Canyon County		ID
Trent	Chenoweth	Hamilton Police Department		OH
Traci	Ciepiela	Texas County Sheriff's Office		MO
Tom	Cline	Chicago Police Department – I.A.E.T. President		IL
Raymond	Craig	Honolulu Police Dept		HI
Fabrice	Czarnecki M.D.	Gables Group, Inc Director of Medical/Legal Research		MD
Bob	Denton	Akron Police Department	Executive Director / Senior Chaplain	OH
Brad	DePriest	Arkansas State Parks		AR
Marla	Friedman	Illinois Association Chiefs' of Police	Co-Chair Psych. Services	IL
Ray	Galarza	Osceola County Corrections		FL
Joseph	Garris	Mt. Prospect Police Department		IL
Nick	Gartner	Aurora Police Department		IL
Tom	Gillis	FTS Inc		ALBERTA CANADA
David	Greeman	Minnesota Police Training - A.T.O.M. Training Coordinator		MN
Carol	Green	Canada Border Service Agency		VICTORIA, BC CANADA
Brad	Gronke	River Grove Police Department	PT Officer	IL
Jerry	Habaneck	Waukesha Police Department		WI
Bryan	Hickey	City of Suwanee Police Department	Training Div. Coordinator	GA
Sarah	Hieb	Alaska Police Standards Council		AK
James	Hodges	Sauk County Sheriff		WI
Coy	Jenkins	Rogers County Sheriff's Office	Major	OK

Christopher	Johns	Springfield		MO
Olivia	Johnson	Blue Wall Institute		IL
Wayne	Kelly	Little Rock Police Department	Officer	AR
Tracy	King	Arkansas State Parks		AR
Scott	Kleist	Plymouth Police Department		MN
Matt	Krantz	Rockford Police Department		IL
J.T.	Kurtz	Independence Police Department		OH
Matt	Lambert	Cincinnati/N. Kentucky Intl. Airport Police	Lieutenant	OH
Charlie	Lewis	MD Police Department and Correctional Trng. Comm.		MD
Robert (Coach)	Lindsey	Jefferson Parish Sheriff's Office	Colonel (Ret.)	LA
Joe	Malmsten	GPME Peace Officer		ALBERTA CANADA
Bill	Mann	Polk County Sheriff's Office		FL
Patrick	Martin	Greenfield Police		WI
John	Marx	The Law Enforcement Survival Institute	Exec. Director	CO
Michelle	McCartney	Chicago Police Department		IL
David	McGaha	US Marshals SVC		
Scott	Michel			WI
Bill	Mikaluk	Cops Coach International		
Jennifer	Morris	Oklahoma City Police Department	Sergeant	OK
David	Mowry	The Arizona Hwy Patrol		AZ
Rick	Pace	Vanderburgh County Sheriff's Office	Major	IN
Shawn	Penner	Saskatchewan Justice, Canada		SASKATCHEWAN CANADA
Curtis	Pote	Iowa Law Enforcement Academy		IA
Mark	Rasure	Vanderburgh County Sheriff's Office		IN
Kevin	Rhea	Novi Police Department	Sergeant	MI
Flint	Roufs	Springfield		MO
Lee	Shaykhet	Shaykhet Training	President	MI
Mark	Sherwood	4Ever Fitness	Founder / President	OK
Patrick	Shoemaker	North Little Rock Police Department		AR
Theresa	Smith	North Las Vegas Police Department		NV
Mark	St. Hilaire	Natick Police Department/Rescue Team Wellness	Sergeant	MA
John	Strange, III	Vanderburgh County Sheriff's Office	Major	IN
Walter	Taylor	Gonzales Police Department		LA
Ed	Thomas	Arkansas State Parks		AR
Scott	Vincent	Bend Police Department	Officer	OR
Kim B.	Wadding	Iowa Law Enforcement Academy		IA
Dr. Sue	Weaver	Tennessee State University	Asst Professor of Criminal Justice	TN
Toni	Weinbeck	Brooklyn Park Police Department		MN
Jason	Welin	Seba Beach Protective Services	Peace Officer	ALBERTA CANADA
Mark	Wise	Wichita Falls Police Department		TX
Duane	Wolfe	Wolfe & Associates, LLC	Writer / Trainer / Speaker	MN
Dave	Zierk	Elgin Police Department		IL