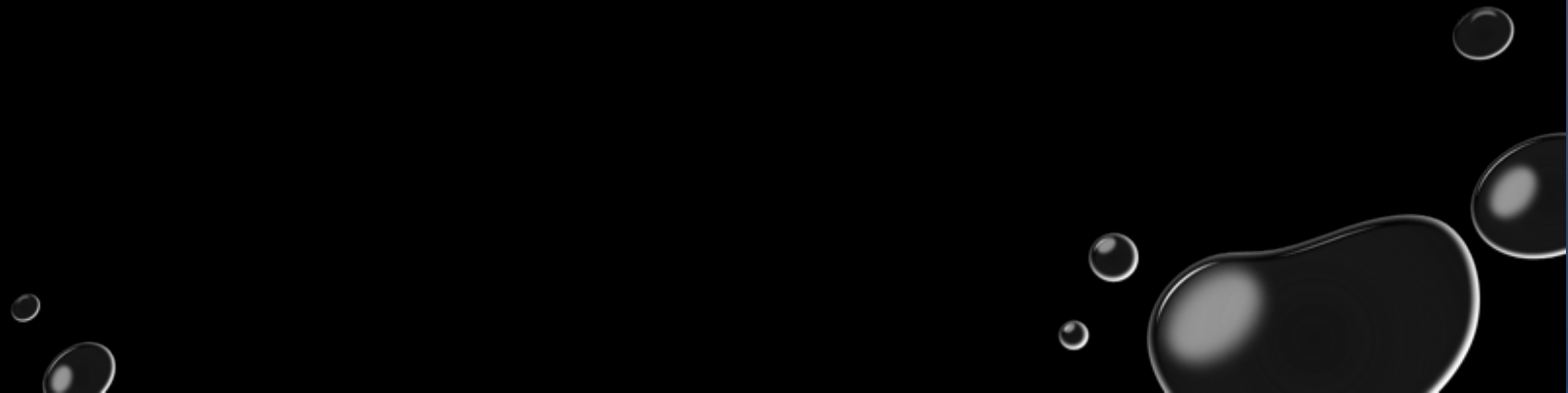


**MENTAL  
WELLNESS &  
TRAUMA  
INFORMED CARE**

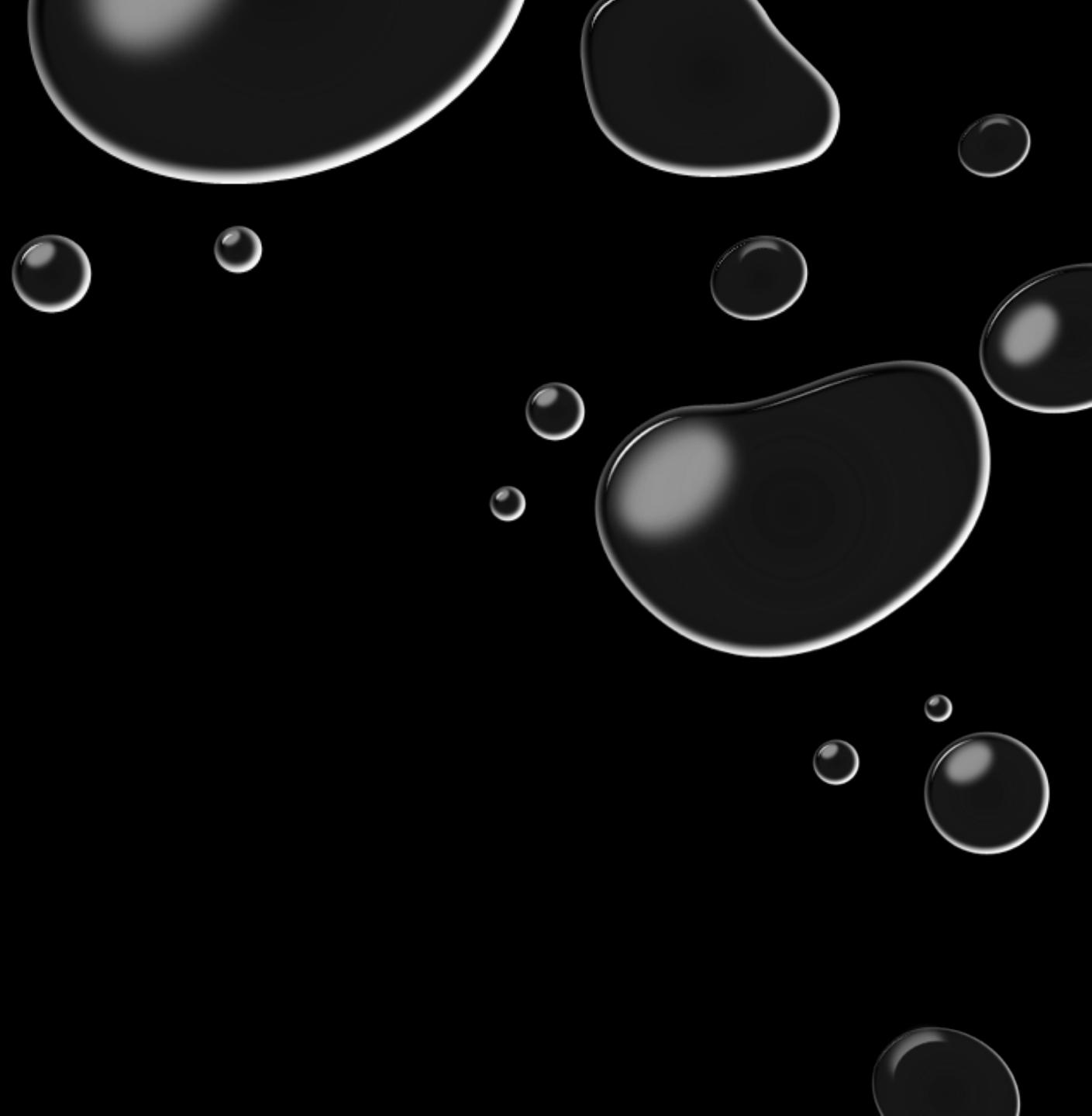




## CLASS FORMAT

- *TEAMWORK*
- *INTERACTIVE DISCUSSIONS*
- *NO RANK*

INTROS



WHY AM I  
HERE?

WHAT  
WILL I  
LEARN?

HOW  
WILL THIS  
HELP?



*WITH YOUR GROUP, COME UP WITH ONE THING YOU WOULD LIKE TO LEARN IN  
REGARD TO MENTAL WELLNESS FOR YOURSELF OR FOR OTHERS*



***"WE WANT  
PEOPLE TO BE  
WHOLE WHEN  
THEY RETIRE"***

# PHYSICAL- OFFICER SAFETY

WITH YOUR GROUP, EXPLAIN THE  
DIFFERENT TYPES OF TRAINING  
YOU HAVE RECEIVED IN OFFICER  
SAFETY (ACADEMY, RANGE, ETC.).  
WHAT DO YOU PRACTICE TO KEEP  
YOURSELF SAFE?



# MENTAL- OFFICER SAFETY

WITH YOUR GROUP, EXPLAIN  
THE DIFFERENT TYPES OF  
TRAINING YOU HAVE RECEIVED  
IN MENTAL WELLNESS OR WAYS  
YOU KEEP YOURSELF MENTALLY  
WELL



# SUICIDES IN LAW ENFORCEMENT

- IN 2019, **134** OFFICERS WERE KILLED IN THE LINE OF DUTY IN THE U.S.

- IN 2019, **228** OFFICERS DIED BY SUICIDE IN THE U.S.





The image is a collage of three photographs. The top-left photo shows three firefighters in full gear, including helmets and reflective stripes, standing in front of a fire truck. The bottom-left photo shows a group of about seven men in dark blue uniforms, possibly police or military, huddled together in a circle, looking down. The right side of the image is dominated by a larger photo of two police officers in dark blue uniforms; one is a white man in profile, and the other is a Black man looking towards him. The entire collage is overlaid with a semi-transparent dark grey layer. The text is centered in white, bold, sans-serif font. There are several translucent, 3D-style bubbles of various sizes scattered across the image, particularly in the top-left and bottom-right areas.

**MOST PUBLIC SAFETY PERSONNEL  
WHO SEEK AND RECEIVE HIGH-  
QUALITY TREATMENT RETURN TO  
DUTY**

A pair of hands is shown holding a stethoscope, with the chest piece resting on the surface. The background is a dark grey color, decorated with several realistic water droplets of various sizes. The text 'MENTAL HEALTH' is prominently displayed in the upper center in a bold, blue, sans-serif font.

# MENTAL HEALTH

*WE CANNOT HELP OTHERS IF WE  
ARE NOT WELL*

The background features a large, semi-transparent watermark of the San Jose State University seal. The seal is a circular emblem with a central figure holding a staff, surrounded by the text "SAN JOSE STATE UNIVERSITY" and "ESTABLISHED 1885". The seal is set against a dark, textured background with a grid pattern.

## GOALS OF THIS CLASS

TO PROVIDE YOU WITH MENTAL WELLNESS  
AWARENESS AND RESOURCES:

- TO HELP **YOURSELF**
- AND TO HELP **THE COMMUNITY**



# *EMPATHY*

WHAT DOES IT  
MEAN TO YOU?





**BREAK**

**FIGHT**

*Flight*

**or**



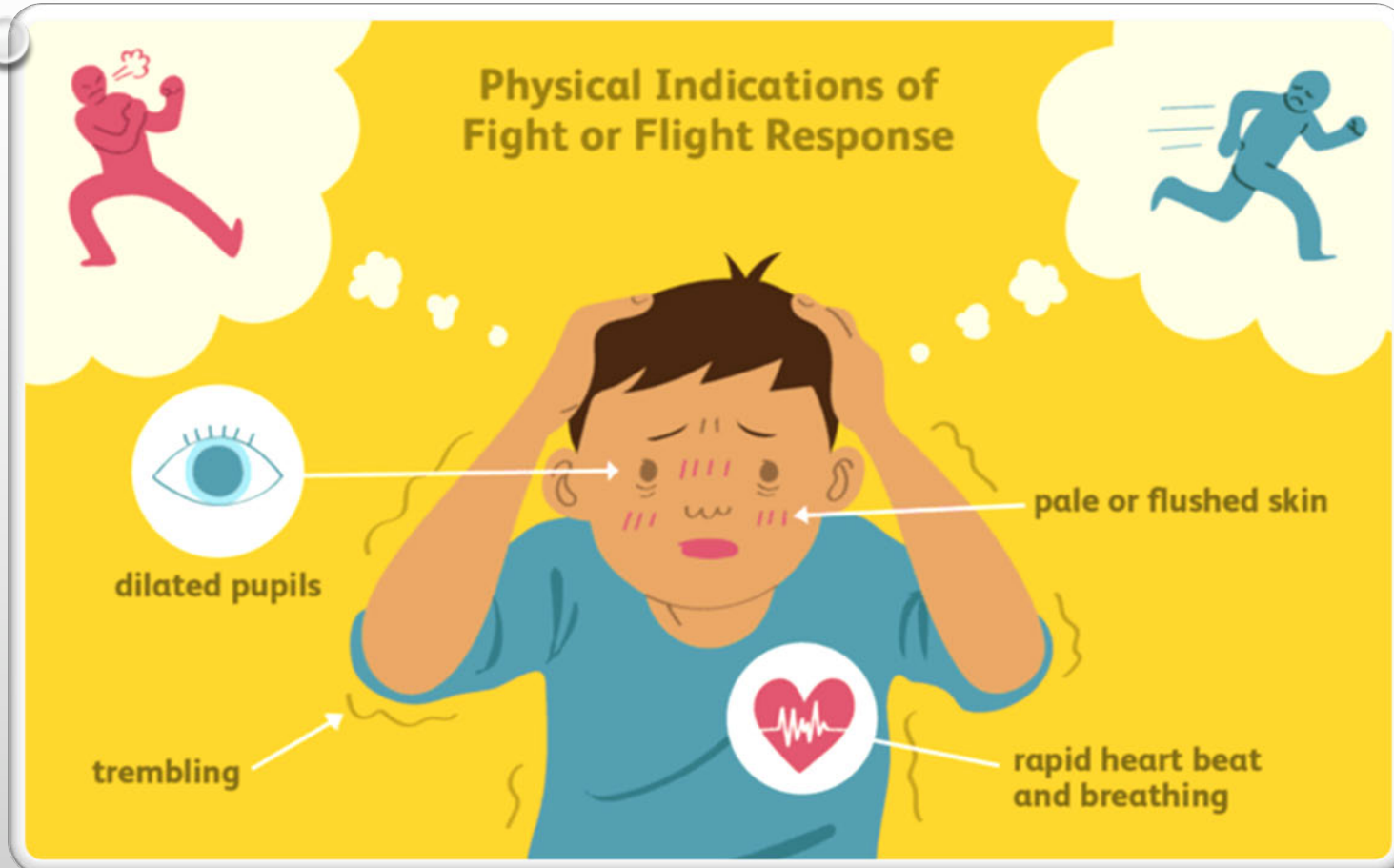
Stand your ground, defend your position, attack, dig in, persevere!



Give way, retreat, discard, remove yourself, give up, move on.

PHYSIOLOGICAL  
IMPACT OF STRESS

CAN WE FREEZE?  
IS THAT AN  
OPTION FOR US?



## WHAT HAPPENS TO OUR BODIES DURING FIGHT OR FLIGHT

- INCREASED HEART RATE AND BREATHING RATE IN ORDER TO PROVIDE ENERGY TO THE BODY
- DILATION OF THE PUPILS THAT RESULTS IN BETTER VISION
- MUSCLE TENSION TO BE PRIMED FOR ACTION
- HOW LONG DOES IT TAKE FOR OUR BODIES TO RETURN TO NORMAL?



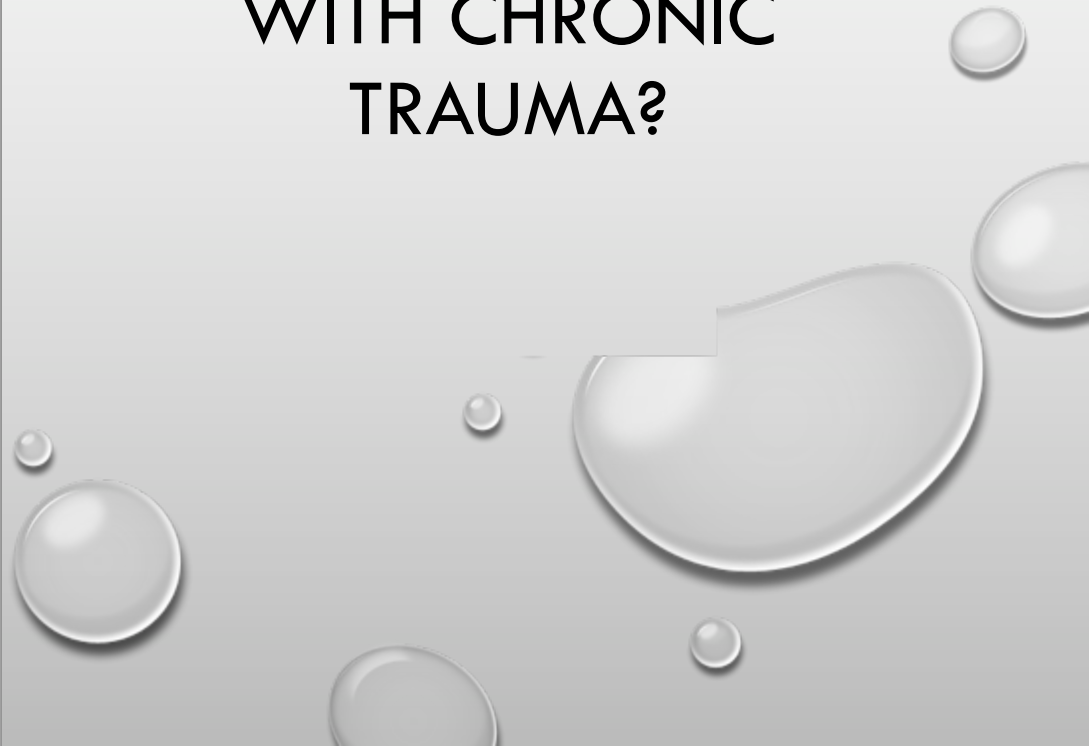


## HOW DOES FIGHT OR FLIGHT IMPACT YOU AT WORK?

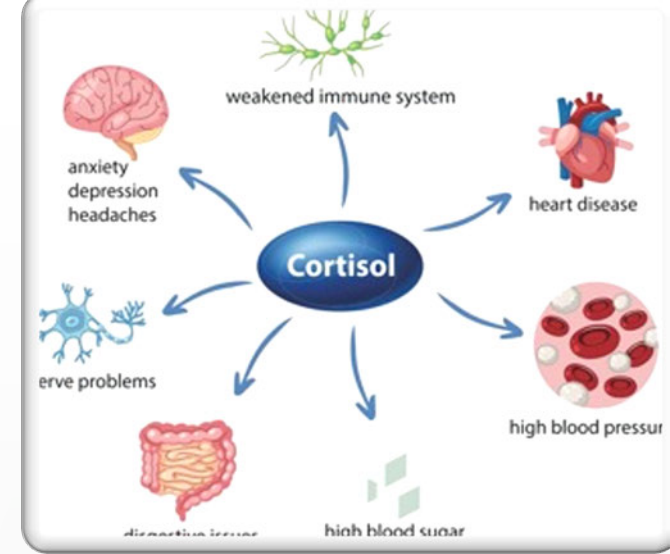
- IN PATROL WHEN YOU HEAR THE ALERT TONE?
- IN PATROL WHEN YOU HEAR AN OFFICER IN FOOT PURSUIT OR C3 FILL?
- WHEN ON-CALL AND YOU GET A CALL AT 0200?
- WHAT DOES THIS DO TO YOU PHYSICALLY AND EMOTIONALLY?



WHAT SHORT-TERM  
AND LONG-TERM  
SYMPTOMS MIGHT  
YOU EXPERIENCE  
WITH CHRONIC  
TRAUMA?



# SYMPTOMS OF CHRONIC TRAUMA

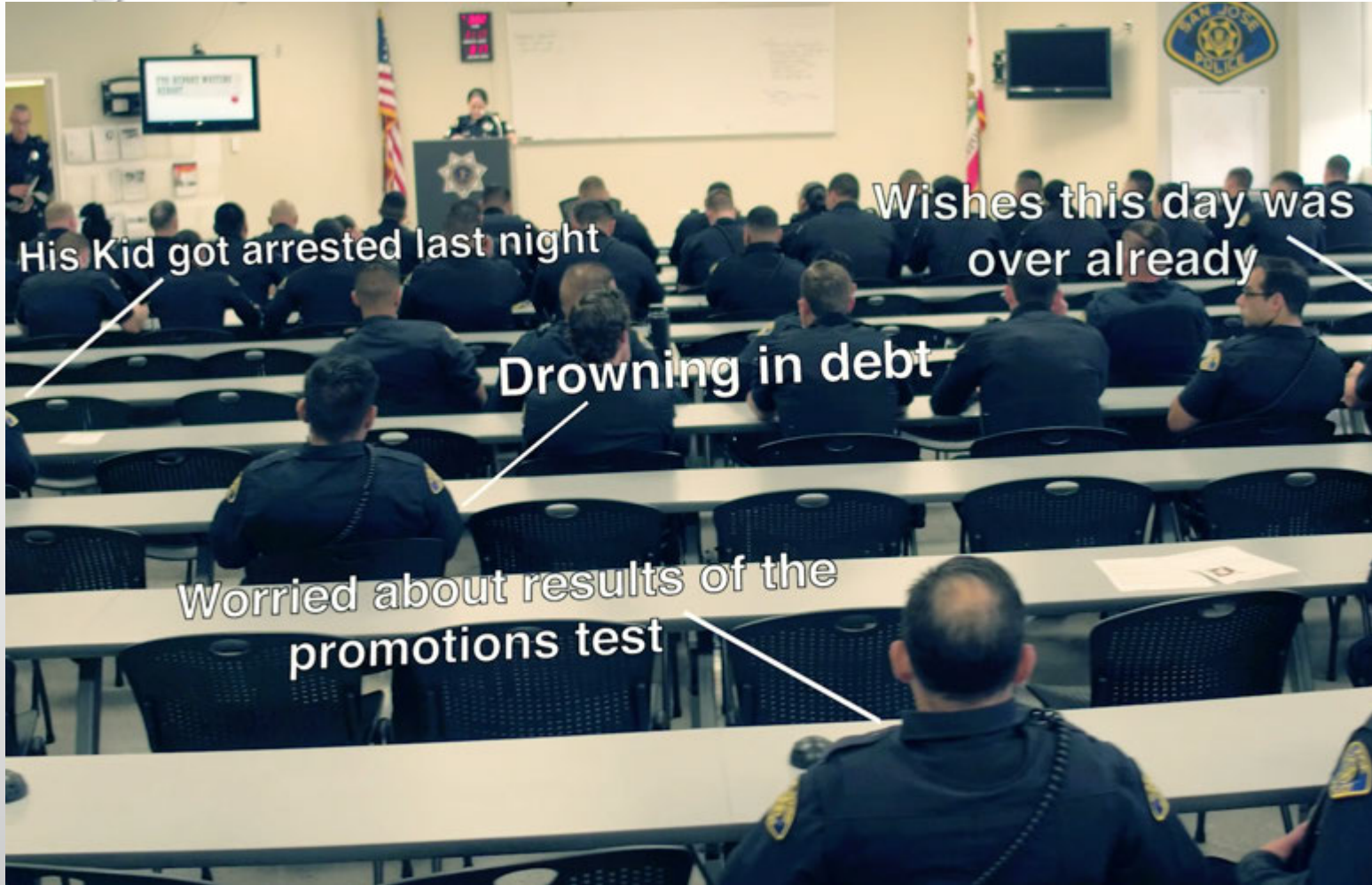


- IRRITABILITY
- FATIGUE
- HEADACHES
- DIFFICULTY CONCENTRATING
- RAPID, UNORGANIZED THOUGHTS
- DIFFICULTY SLEEPING
- DIGESTIVE PROBLEMS
- CHANGES IN APPETITE
- FEELING HELPLESS
- A PERCEIVED LOSS OF CONTROL
- LOW SELF-ESTEEM
- LOSS OF SEXUAL DESIRE
- NERVOUSNESS
- FREQUENT INFECTIONS OR ILLNESSES
- CLENCHED JAW AND GRINDING TEETH



## GIVE EXAMPLES OF WHEN YOU HAVE BEEN EXPOSED TO:

- ACUTE TRAUMA- ISOLATED INCIDENTS
- CHRONIC TRAUMA- RECURRING INCIDENTS
- VICARIOUS TRAUMA- TRAUMA ABSORBED FROM OTHERS



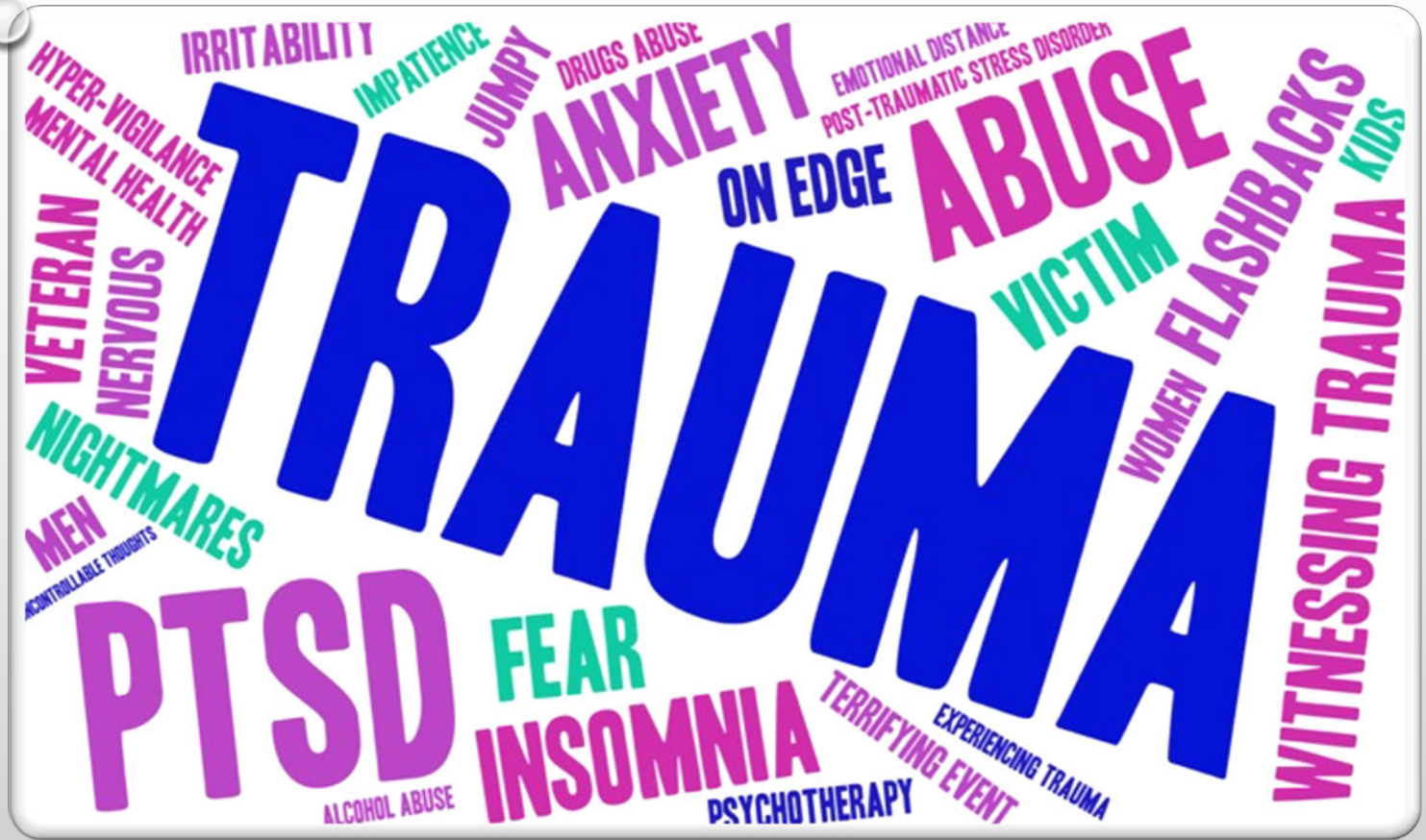
His Kid got arrested last night

Wishes this day was over already

Drowning in debt

Worried about results of the promotions test

HOW MIGHT TRAUMA AND STRESS CHANGE OUR INTERACTION WITH THE COMMUNITY?



# TRAUMA INFORMED CARE

- TRAUMA INFORMED CARE IS AN APPROACH TO ENGAGING PEOPLE WITH HISTORIES OF TRAUMA THAT RECOGNIZES THE PRESENCE OF TRAUMA SYMPTOMS AND ACKNOWLEDGES THE ROLE THAT TRAUMA HAS PLAYED IN THEIR LIVES.

A blue banner with the text "WORKING TOGETHER FOR STRONGER COMMUNITIES" in white and blue. Below the text is a San Jose Police badge and silhouettes of a diverse group of people holding hands. The background features light rays emanating from the center.

# WORKING TOGETHER FOR STRONGER COMMUNITIES

## WHY SHOULD WE CARE?

- MAY IMPROVE:
- DE-ESCALATION OF CRISIS SITUATIONS
- CRIMINAL INVESTIGATIONS AND POLICING SKILLS
- REDUCTION AND RECURRENCE OF CRIMINAL BEHAVIOR, INCLUDING RETALIATIONS
- LEVERAGING COMMUNITY RESOURCES



## LET'S TALK ABOUT HOW THE COMMUNITY IS IMPACTED BY:

- ACUTE TRAUMA
- CHRONIC TRAUMA
- VICARIOUS TRAUMA



More than **1 in 3**

women experienced sexual violence involving physical contact during her lifetime.



Nearly **1 in 4**

men experienced sexual violence involving physical contact during his lifetime.



## TYPES OF TRAUMA LE COMMONLY ENCOUNTERS- SEXUAL ASSAULTS

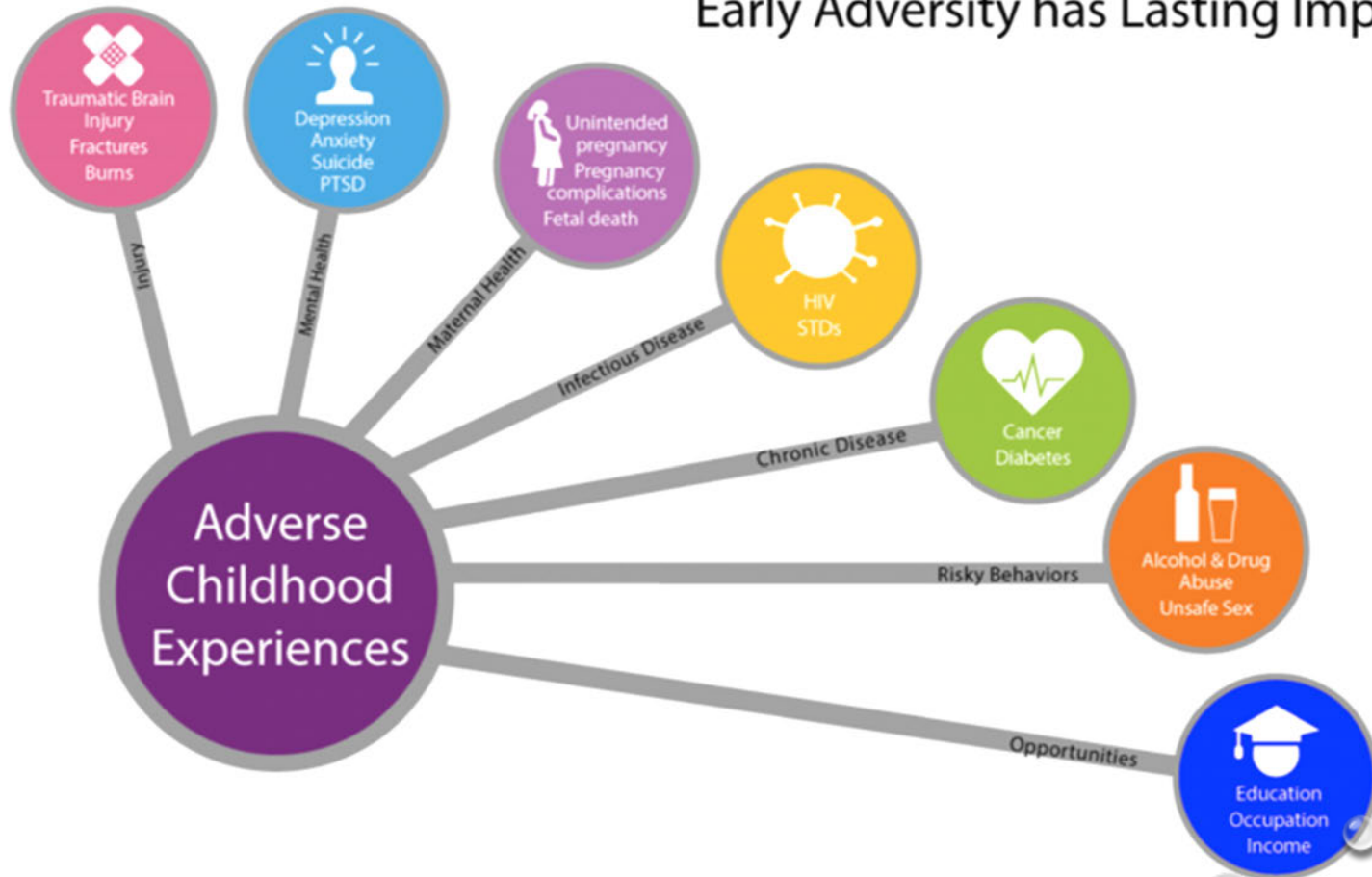
- 12% OF THESE WOMEN WERE YOUNGER THAN 10
- 25% OF THESE MEN WERE YOUNGER THAN 10
- SEXUAL VIOLENCE IS LINKED TO NEGATIVE HEALTH BEHAVIORS, PTSD, DIFFICULTY IN PERSONAL RELATIONSHIPS AND REGAINING A SENSE OF NORMALCY
- SOURCE: CDC



## TYPES OF TRAUMA LE COMMONLY ENCOUNTERS- CHILD ABUSE

- NEGLECT
- PHYSICAL ABUSE
- SEXUAL ABUSE
- EMOTIONAL  
ABUSE/PSYCHOLOGICAL  
MALTREATMENT
- 1 IN FOUR CHILDREN  
EXPERIENCE SOME SORT OF  
MALTREATMENT ACCORDING TO  
THE CDC

## Early Adversity has Lasting Impacts



# ADVERSE CHILDHOOD EXPERIENCES

SOURCE: CDC AND KAISER  
(1997)



## TYPES OF TRAUMA LE COMMONLY ENCOUNTERS- DOMESTIC VIOLENCE

- 1 IN 4 WOMEN HAVE EXPERIENCED DOMESTIC VIOLENCE
- SOURCE: CDC (2019)



“11-20% OF VETERANS FROM IRAQ & AFGHANISTAN HAVE SOME FORM OF PTSD. SOURCE: US DEPT OF VETERAN AFFAIRS



“MANY OLDER VIETNAMESE REFUGEES WHO LIVED THROUGH THE WAR SUFFER FROM PTSD DUE TO THEIR EXPERIENCES IN THE WAR AND REFUGEE CAMPS. THEY OFTEN TURN TO ALCOHOL AND GAMBLING TO DEAL WITH THEIR TRAUMA”

## TYPES OF TRAUMA LE COMMONLY ENCOUNTERS- WAR RELATED TRAUMA

- COMBAT
- REFUGEE AND WAR ZONES
- TERRORISM

## TYPES OF TRAUMA LE COMMONLY ENCOUNTERS- SCHOOL/COMMUNITY VIOLENCE

“I’m really scared for my kids,” said Maria Ortega.

Ortega lives not too far from where surveillance cameras caught [a man being stabbed by a stranger at a Shell gas station on Hamilton Avenue](#) at 1:18 a.m. Wednesday morning.

Last Tuesday, a gunman shot and killed a 29-year-old man near Winchester Blvd. and Williamsburg Dr. This past weekend, someone shot a 17-year-old boy on Williamsburg Drive.

“I see a lot of shootings,” Ortega said. “It’s hard for me.”

She said she doesn’t allow her three children to walk or play in the neighborhood because she’s fearful of the recent violence.





Realizing the prevalence of trauma

Recognizing how trauma affects individuals

Responding by putting this knowledge into practice

Resisting retraumatization

# THE FOUR “R”S OF TRAUMA INFORMED CARE

THERE ARE FOUR ELEMENTS OF A TRAUMA-INFORMED APPROACH





# REALIZING THE PREVALENCE OF TRAUMA

- 61% OF MEN
- 51% OF WOMEN
- REPEATED, CHRONIC OR MULTIPLE TRAUMAS ARE MORE LIKELY TO LEAD TO SUBSTANCE USE DISORDERS, MENTAL ILLNESS AND PHYSICAL HEALTH PROBLEMS





## RECOGNIZING HOW TRAUMA AFFECTS INDIVIDUALS

- CAN SIGNIFICANTLY AFFECT AN INDIVIDUAL
- DISRUPTS THE CENTRAL NERVOUS SYSTEM AND OVERWHELMS A PERSON'S ABILITY TO COPE
- FEELS VULNERABLE, HELPLESS AND AFRAID

The question we should ask is not

"What's **wRong** with **you?**"



but rather  
"What happened to you?"

# RESPONDING BY PUTTING THIS KNOWLEDGE INTO PRACTICE

UNDERSTANDING THAT THEIR  
PAST EXPERIENCES MAY BE  
AFFECTING THEIR PRESENT  
BEHAVIOR.



## RESISTING RETRAUMATIZATION

- TAKE STEPS TO MINIMIZE SITUATIONS THAT COULD CAUSE DISTRESS OR MIRROR THE PERSON'S TRAUMATIC EXPERIENCES

# TRAUMA INFORMED CARE: BE EMPATHETIC

- TACTICAL CONVERSATIONS- ACTIVE LISTENING & EMPATHY ARE THE FIRST TWO STEPS.
- CONVEY TO PEOPLE THAT YOU ARE LISTENING AND YOU ARE TRYING TO UNDERSTAND.
- “LISTEN TO LEARN AND NOT JUST TO REPLY”
- THESE SKILLS WILL NOT ONLY HELP YOU WITH THE COMMUNITY BUT MAY HELP YOU WITH COMMUNICATING WITH YOUR LOVED ONES

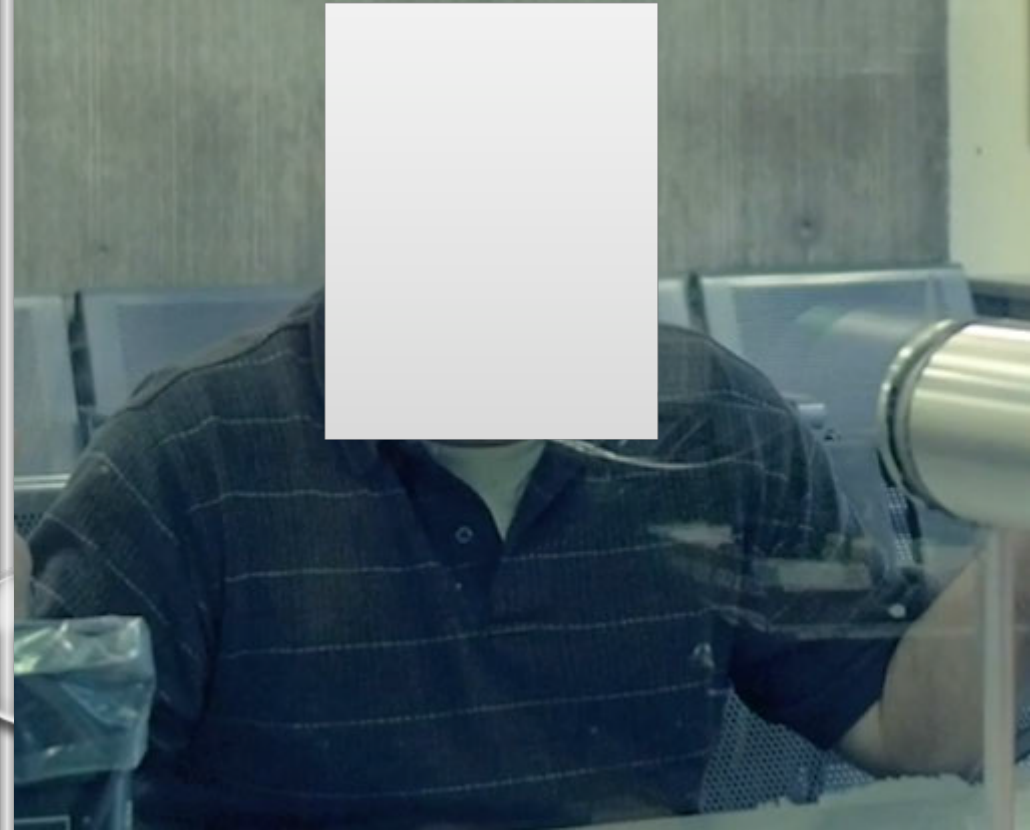




**BREAK**

HOW DOES TRAUMA CAUSED  
BY ACUTE, CHRONIC OR  
VICARIOUS STRESS IMPACT THE  
COMMUNITY DURING OUR  
INTERACTIONS?

How will I get  
to work without  
my car?



# CULTURAL IMPACT ON TRAUMA

HOW DOES CULTURE  
(RACE, ETHNICITY,  
RELIGION, SEXUAL  
ORIENTATION,  
GENERATIONAL  
DIFFERENCES, ETC.) IMPACT  
YOUR CONTACT?

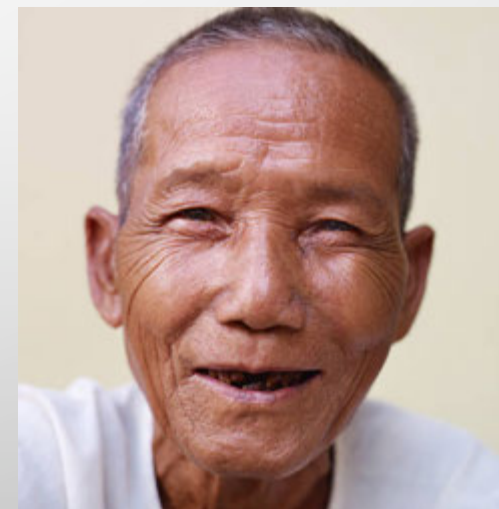


# EXAMPLES OF CULTURAL DIFFERENCES

“IN MUSLIM COMMUNITIES, MENTAL ILLNESSES IS CONSIDERED TO BE FAMILY PROBLEM AND TABOO. THEY WILL MOST LIKELY NOT SEEK TREATMENT OR DISCUSS OPENLY”



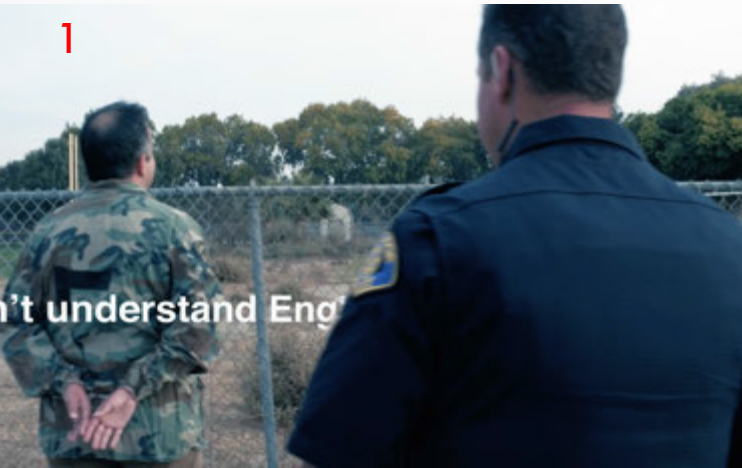
IN THE CAMBODIAN CULTURE, THEY DON'T EVEN HAVE A WORD FOR MENTAL ILLNESS. THEY LOOK AT IT AS THEOLOGICAL CHALLENGE. IT IS A SPIRITUAL ISSUE AND REFERRED TO “ILL WINDS”.





# EMPATHY PERSPECTIVES

PUT YOURSELF IN THE SHOES OF SOMEONE ELSE. WHAT CAN WE LEARN FROM THIS PERSPECTIVE?





# PERSPECTIVES

PUT YOURSELF IN THE SHOES OF SOMEONE ELSE. WHAT CAN WE LEARN FROM THIS PERSPECTIVE?





## Community Wellness Resources

- SCC Mental Health Urgent Care 408-885-7855
- SCC Behavioral Health Resource Hotline 855-278-4204
- Uplift Family Services (juveniles) 877-41-CRISIS
- Community Mobile Crisis Response Team (m-f, 0800-2000) 800-704-0900
- Alum Rock Counseling 408-294-0500
- V.A. Crisis Line 1-800-273-8255
- Suicide Prevention 408-279-3312



RESOURCES  
FOR THE  
COMMUNITY



**Just left the scene of  
an infant fatality**

- DOES THE STRESS IN LAW ENFORCEMENT IMPACT HOME LIFE?
- DO YOU BELIEVE THAT MOST OFFICERS/NON-SWORN TALK TO THEIR FAMILY ABOUT THIS STRESS?
- WHY OR WHY NOT?



**WHAT  
CONCERNS  
DO YOU HAVE  
ABOUT  
SEEKING HELP?**



**90 PERCENT** OF THOSE SURVEYED THINK THERE IS A  
STIGMA IN LAW ENFORCEMENT THAT CREATES A  
**BARRIER TO GETTING HELP** FOR EMOTIONAL OR  
BEHAVIORAL ISSUES

# Case Studies



**POLICE OFFICERS SEE SOME OF  
THE WORST SCENES IN OUR  
SOCIETY ON A DAILY BASIS.  
REPEATED EXPOSURE TO SUCH  
SITUATIONS CONTRIBUTE TO ONE  
OF THE MOST UNDER-COVERED  
ISSUES IN LAW ENFORCEMENT,  
POST TRAUMATIC STRESS  
DISORDER.**



[nationalpolicesupportfund.com](http://nationalpolicesupportfund.com)

**BREAK**

A dark blue San Jose Police car is the central focus, with "SAN JOSE POLICE" written in gold on its side. A white sign with "EMERGENCY 911" is attached to the rear. The car's license plate is "1285599". In the background, several police officers in dark uniforms are visible, some standing near a red crime scene tape. The scene is outdoors with trees and a building in the distance. The entire image is overlaid with a semi-transparent dark grey filter and several white, realistic-looking bubbles of various sizes scattered across the frame.

HAVE YOU EVER HAD AN  
EXPERIENCE THAT CAUSED  
TRAUMA?



**NAME SOME NEGATIVE COPING  
MECHANISMS THAT SOME  
DEPARTMENT MEMBERS ENGAGE  
IN**



A silhouette of a person sitting in a meditative lotus position against a sunset background. The person is centered on the right side of the frame. The background is a gradient from dark brown at the top to a lighter, hazy orange at the bottom. Several translucent, realistic-looking bubbles of various sizes are scattered across the image, primarily in the top-left and bottom-right corners. The text 'NAME POSITIVE COPING MECHANISMS' is overlaid in white, bold, sans-serif font across the middle of the image.

**NAME POSITIVE COPING MECHANISMS**

# GIVING BACK



THE COPS CARE CANCER FOUNDATION PRESENTS....

## FANTASY FLIGHT





WORK

BALANCE

LIFE

# WORK/LIFE BALANCE

WHAT DOES IT MEAN TO HAVE A HEALTHY WORK/LIFE BALANCE?

# Tough Cops



## Ask For Help

Don't remain silent  
Don't let stigma stand in your way

# Resources

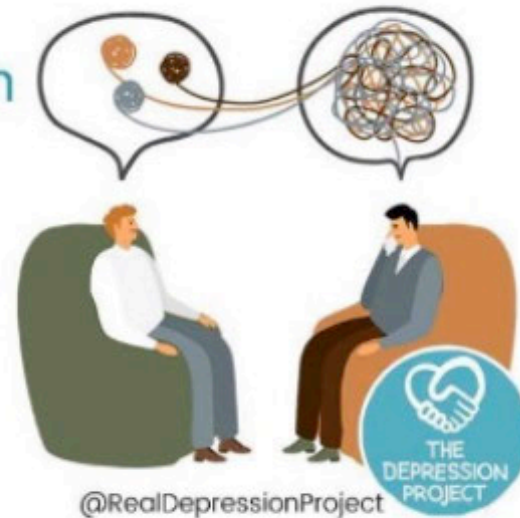


# Seeing A **Therapist** Doesn't Mean There's Something **"Wrong With You"**. It Means You May Be...

- Seeking **clarity** in some areas of your life
- Wanting to work through **complex emotions**
- Working through a **traumatic experience**
- Challenging negative **thinking patterns**
- Learning new **techniques to cope** with difficult situations
- Focused on **personal growth**

Let's **stop shaming** those who seek to better themselves.

**#StopTheStigma**



@RealDepressionProject



**KAISER PERMANENTE®**

**Anthem®** 

The Anthem logo consists of the word "Anthem" in a blue serif font, followed by a blue cross icon. Inside the cross is a white circular emblem containing a stylized human figure with arms raised, similar to the Kaiser Permanente icon.

**MEDICAL PROVIDERS**

- SUBSTANCE ABUSE PROGRAMS  
(THEY PAY 70%)
- FULL TUITION TO WEST COAST  
POST TRAUMA RETREAT (FOR FIRST  
RESPONDERS EXPERIENCING PTSD  
SYMPTOMS)
- EMDR- EYE MOVEMENT  
DESENSITIZATION AND  
REPROCESSING (PAID VIA EAP)

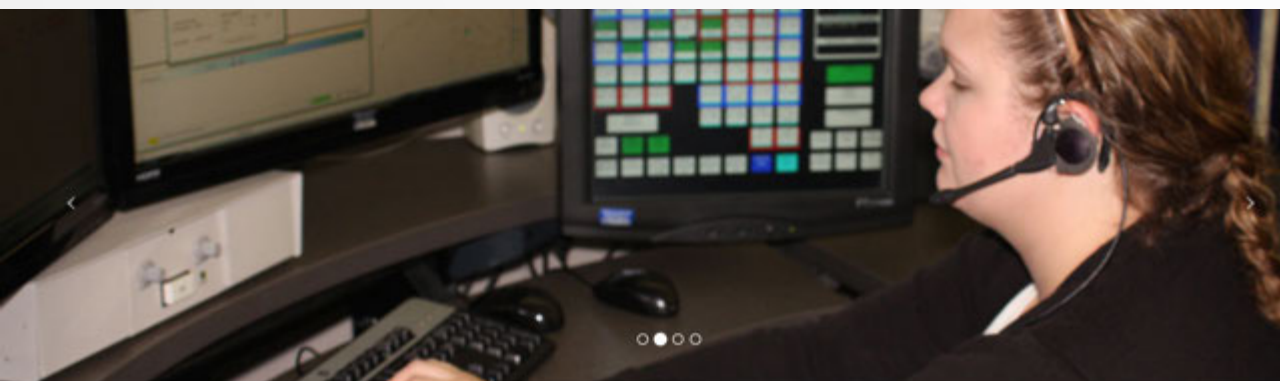


**Managed Health Network (MHN)**



MAKING A DIFFERENCE  
THROUGH EQUINE-ASSISTED  
ACTIVITIES AND THERAPIES

DREAMPOWER



First Responder Support Network

Treatment-Education-Research



FIRST RESPONDERS SUPPORT NETWORK

Insurance Information | Pay Online | New Client Forms

Search

Anne Bisek, Psy.D.  
Putting first responders and their families first.

Home About Dr. Bisek Psychological Services Training Resources Contact

YouTube

Are you having trouble in your relationships?

Dr. Anne Bisek, Clinical Psychologist  
Working primarily with first responders, communications, firefighters, pre-hospital care personnel, law enforcement and military veterans.

The nightmares can end. You can get close to people again. The irritability and headaches can subside. It doesn't have to hurt this bad forever.

If you have had a critical incident, then you may think that you will never be the same person you were before; maybe so, but you can feel better than you do now.

WHEN A CHILD DIES  
A RESOURCE WEBSITE

FIREFIGHTERS  
LAW ENFORCEMENT  
MILITARY

DOC911.NET- DR BISEK



Safe Call Now is a **CONFIDENTIAL**, comprehensive, 24-hour crisis referral service for all public safety employees, all emergency services personnel and their family members nationwide. **Make a Safe Call Now: 206-459-3020**

**SAFE CALL NOW®**  
"Saving the lives of those who protect us"

HOME ABOUT US SEAN'S STORY OUR BOARD SUPPORTERS TRAINING STAFF CONTACT US DONATE

**NEVER FORGOTTEN  
NEVER ALONE**

THE NATIONAL ASSISTANCE AND SUPPORT ORGANIZATION FOR DISABLED AND INJURED POLICE OFFICERS

*Our mission is to educate and train law enforcement about mental health and suicide prevention.*

**No more broken cops or cops' families.**

Kindly consider helping our mission.

**BADGE OF LIFE**

Donate Here

Badge of Life™ is a 501(c)(3), not-for-profit organization.

The green ribbon represents life and the renewal of hope.





## Officer Wellness Resources

- Peer Support Network 408-277-4418
- Crisis Management Unit 408-406-7335
- SJPD Chaplaincy 408-234-9771, 408-828-9496
- City of San Jose EAP 888-800-0059 sanjosesworn, sanjosenonsworn
- Suicide Prevention 408-279-3312, 800-267-5463



RESOURCES  
FOR  
OFFICERS



***“TRAUMA INFORMED CARE- BE  
EMPATHETIC AND RECOGNIZE THE  
ROLE THAT TRAUMA PLAYS”***

***“OFFICER MENTAL WELLNESS- IF YOU  
DO NOT MAKE TIME FOR YOUR  
WELLNESS, YOU WILL BE FORCED TO  
MAKE TIME FOR YOUR ILLNESS”***