



CLACKAMAS COUNTY SHERIFF'S OFFICE

Policy # 24

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References: [ORS 181.789](#), [Clackamas County Risk Manual](#)

TRAUMATIC INCIDENT SUPPORT

General

1. The Sheriff's Office provides assistance in the form of counseling services, other support services, and legal representation to the extent authorized by the County, to employees involved in a traumatic incident (e.g. a shooting incident, traffic fatality, serious physical assault or injury, or other major trauma, which may affect an employee's welfare and their ability to cope).

Administrative Leave or Reassignment

2. An employee directly involved in a traumatic incident may be placed on administrative leave or reassigned to other duties in accordance with Chapter 4.3 [LIGHT/MODIFIED DUTY ASSIGNMENTS](#).

3. An employee placed on administrative leave will be entitled to all pay and benefits. The purpose of administrative leave or reassignment is to provide distance from a highly emotive situation to the employee and supervisory assessment of the event. Under these circumstances, such leave or reassignment shall not imply or indicate that the employee has acted improperly. If on administrative leave, the employee:

- a. is subject to call for an interview and to provide statements of clarification regarding the incident;
- b. is subject to recall to duty at any time;
- c. is subject to re-assignment for a period of time (i.e. office or special duties) if deemed appropriate by an Undersheriff; and
- d. may receive reasonable assistance from the Sheriff's Office, to include medical evaluation and counseling if necessary, and acknowledgement of the needs of the employee's family.

Professional Support

4. The CCSO will facilitate professional support services after a traumatic incident as mandated by law or at the request of the employee (i.e. mental health or spiritual counseling).