

Peer Support Program (PSP)

The PSP was established to ensure staff involved in work related critical incidents are provided with intervention and available resources to cope with the immediate effects of a traumatic incident.

Local PSP teams consist of custody and non-custody staff who are trained in providing peer support and resources to ensure the overall health and well being of staff.

The PSP provides a peer who will listen, answer questions, offer resources and help an employee deal with his/her situation in a confidential environment.

Peer Support is not a substitute for professional counseling which any state employee may receive via the Employee Assistance Program (EAP). PSP members are available to assist staff in facilitating EAP services.



Confidentiality within Peer Support

PSP members will not divulge shared information with other employees, family members, friends, supervisors, management, or the general public within the limits of CDCR policy and applicable laws. No written records are kept of the names of persons who contact PSP members or the information they share.



Your local PSP team:

Office of Employee Wellness

Peer Support Services
855-897-9822 (toll free)

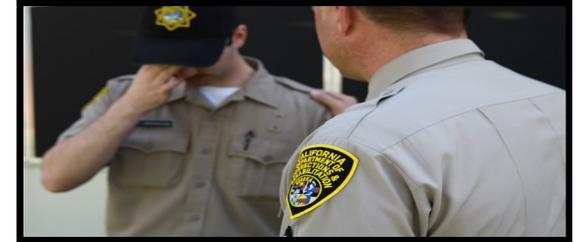
Employee Assistance Program

866-327-4762 (toll free)
Available 24 hours a day, 7 days a week



California Department of Corrections & Rehabilitation

Peer Support Program



We Can Help...



What is Peer Support?



A peer who will listen, answer questions, offer resources and help an employee deal with his/her situation in a confidential environment.

PSP is activated following work-related critical incidents

For example:

- Physical/Sexual Assault
- Officer/Agent Involved Shooting
- Death of a co-worker or family member of co-worker
- Riots
- Hostage Incident
- An employee with suicidal thoughts

Typical Feelings Following a Critical Incident

- Frustration
- Anger
- Irritability
- Numbness
- Fear
- Depression
- Guilt/Shame
- Anxiety
- Vulnerability
- Helplessness
- Sadness
- Alienation

Common Reactions Following a Critical Incident

- Self-blame
- Hypervigilance
- Social Withdrawal
- Nausea
- Profuse sweating
- Fatigue
- Muscle Tremors
- Difficulty Sleeping
- Nightmares
- Trouble Concentrating
- Flashbacks
- Gastrointestinal Problems
- Intrusive Thoughts
- Changes in Eating Habits

If you are experiencing any of these feelings or reactions, bear in mind that most will diminish with time and **all** are normal responses. By keeping it to yourself, you risk prolonging the impact of a traumatic situation delaying recovery. Talking about your reactions with others can lessen any effects and help you feel like yourself again. Peer support is available for you.

It is also important to know that not all people react to a critical incident in the same way. Some will experience physical symptoms and/or emotional reactions, and others may not notice any impact at all. Nonetheless you are not alone, and have resources available to you through peer support.

How to Access the Peer Support Program

Employees may contact their local Peer Support Program team directly anytime they wish to receive support and resources following an incident. PSP has access to clinicians who understand law enforcement and can assist in facilitating a 1-1 debrief for individual employees following an incident.

Peer support is offered following all work related critical incidents to ensure you are aware of available resources for both you and your family. If you decline PSP initially and, if you change your mind, you can always contact a PSP member yourself. The support will always be there for you..... a week, a month, even years later after the incident occurred.

CDCR has over 900 trained PSP members who are readily available to help you!

Coping with Stress

Talk About It

With family, friends, peer support, clergy, or a counselor. The sooner the better.

- Exercise
- Balanced Diet
- Rest
- Take Care of Yourself Physically*

Avoid Excessive Alcohol and Caffeine

Don't fall into the trap of using alcohol or caffeine to blunt difficult feelings. This can have an adverse effect on your recovery.