



COMMISSION ON CORRECTIONAL PEACE OFFICER
STANDARDS AND TRAINING

GENERAL STANDARD 004

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MENTAL HEALTH RESILIENCY

STANDARD

All Correctional Peace Officers will receive annual training that is empirically based to include positive mental health, stress management, mitigation, and the development of stress resiliency coping mechanisms necessary to effectively perform the scope of their duties.

COMPONENTS

The components of this standard are as follows:

1. All entry-level Correctional Peace Officer will receive employee wellness and stress resiliency training in their respective Academies.
2. Employee wellness and stress resiliency training will be included in Sergeants and Lieutenant's Academies.
3. CDCR shall develop and update In-Service Training (IST) to enhance officers' abilities to manage the more personal aspects of the job and manage work/life balance.
4. CDCR shall develop additional mental health and stress resiliency training as needed.

AUTHORITY

California Penal Code 13601 (a)(1)

California Penal Code 13601 (d)

California Penal Code 13601 (e)(3)

BACKGROUND

One of the greatest threats to a Correctional Peace Officer's well-being involves the cumulative stress they will encounter because of their occupation. For mental health resiliency training to be effective, it must be based in research, valid data, and peer reviewed literature; and widely accepted within mental health, stress, and trauma informed communities.

REFERENCES AND CITATIONS

American Institute of Stress <http://www.stress.org/>

American Physiological Society <http://www.the-aps.org/>

Anxiety and Depression Association of America <https://www.adaa.org/>

Cal. Code Regs. Tit. 15, § 3426 - Employee Early Change without regulatory effect amending subsection (d)(1) filed 1-8-2014 pursuant to section 100, title 1, California Code of Regulations (Register 2014, No. 2). The following state regulations pages link to this page. <https://www.law.cornell.edu/regulations/california/Cal-Code-Regs-Tit-15-SS-3426>

Denhof, M. D., & Spinaris, C. G. (2013). Depression, PTSD, and Comorbidity in United States Corrections Professionals: Prevalence and Impact on Health and Functioning. Desert Waters Correctional Outreach.

https://desertwaters.com/wp-content/uploads/2013/09/Comorbidity_Study_09-03-131.pdf

Lerman, Amy E. PhD (2018) California Correctional Officers at High Risk for Depression, PTSD, and Suicide, Finds Landmark Survey.

<https://gspp.berkeley.edu/faculty-and-impact/news/recent-news/officer-health-and-wellness>

National Institution of Corrections <http://nicic.gov/>

Office of Employee Wellness offers helpful tools - Inside CDCR CDCR (*Wellness App provides 24/7 confidential access to correctional wellness tools and resources for employees, their families and retirees. The app is a comprehensive toolkit for physical, mental, emotional, and financial wellness. ... Office of Employee Wellness. Follow us on YouTube, Facebook and Twitter. Previous Post Warden Matteson*) <https://www.cdcr.ca.gov/insidecdcr/2022/03/08/office-of-employee-wellness-offers-helpful-tools/>

Post, C., & Tripp, J. (2018, October 13). One Voice Leadership Meeting and National Survey Results Discussion [Conference Session]. National Medal of Honor Awards, Oklahoma City, Oklahoma.

Spinaris, C. G., Denhof, M. D., & Kellaway, J. A. (2012). Post-Traumatic Stress Disorder in United States Corrections Professionals: Prevalence and Impact on Health and Functioning. Desert Waters Correctional Outreach.

https://desertwaters.com/wp-content/uploads/2013/09/PTSD_Prev_in_Corrections_09-03-131.pdf.

United States Department of Labor. (2021, April 9). Correctional Officers and Bailiffs: Occupational Outlook Handbook. U.S. Bureau of Labor Statistics. <https://www.bls.gov/ooh/protective-service/correctional-officers.htm>.

CDCR Learning Management System (LMS) stress-related courses:

- Managing Workplace Stress – Online; Duration: 0.10 hour; BET ID: Informational Video. Workplace stress will remain a reality of modern business for the foreseeable future, but there are strategies to consider when evaluating how best to anticipate and manage work-related pressures. This video is for informational purposes only and not worth training credit.
- Optimizing Your Work/Life Balance: Taking Control of Your Stress – Online; Duration: 1 hour; BET ID: 11058654. *In 'Occupational Stress,' Stephen Palmer wrote 'Stress is the psychological, physiological and behavioral response by an individual when they perceive a lack of equilibrium between the demands placed upon them and their ability to meet those demands, which, over a period of time, leads to ill-health.' Are you constantly adding items to your to-do list and it seems like your list never shrinks? Are you feeling overwhelmed at work and at home? Are you afraid that stress is starting to negatively impact your health and relationships? Stress is produced by your own feelings and reactions to certain external events, rather than by the events themselves. And while you may not always be able to control the external events that are causing you stress, you can control your reactions to them and how you handle them. This course will explain how the signs and symptoms of stress could be of physiological, behavioral, and psychological nature and where these stresses can come from. This course reviews strategies for coping with stress and avoiding burnout. The course also covers how you can positively change your responses to stress once you are able to recognize how you respond to stressful situations. Relaxation techniques such as breathing and meditation are also covered. Materials designed to support blended learning activities aligned with this course are available from the Resources Page.*
- Navigating the Workplace with Emotional Intelligence – Online; Duration: .5 hour; BET ID: 11059064. *Emotional intelligence in the workplace is everyone's responsibility. In this course, you'll learn about the role of emotional intelligence in workplace activities, conflict and stress management, influence and engagement, and teamwork.*
- Creating Work/Life Balance – Online; Duration: 0.25 hour; BET ID: 11058889 *For working professionals, keeping up with the competing demands of office and home takes more than good time-management skills. It requires an ability to prioritize and set a healthy work/life balance. This Challenge Series exercise explores the ways that work/life balance can be created to minimize stress and maximize productivity.*
- Managing Attitudes During Difficult Times – Online; Duration: 1 hour; BET ID: 11058937 *Employees may experience fear, anxiety, and frustration when their company is going through difficult times. If employees' attitudes suffer, so too does their performance. You must take steps to keep employees engaged, enthusiastic, and motivated when a company is facing challenges. By learning how to manage employee attitudes that often surface in difficult times, and by motivating and supporting employees, you can help boost the morale of everyone in your business. This course explains how stress manifests itself in employees when companies are going through challenging times, and it teaches techniques for reducing such stress. It also shows you how to develop a motivational style of leadership to maximize employee performance and reduce demotivating workplace behaviors. Finally, it gives you a chance to practice strategies for supporting employees through tough times.*

- Developing the Right Attitude for Performing Under Pressure – Online; Duration: 1 hour; BET ID: 11058895. *With the right attitude, you can optimize your performance under pressure. Although meeting the challenge of high-pressure situations is a different experience for everyone, one thing is constant: you need an attitude that leads to effective and efficient goal-oriented action. You won't always be able to control the external events that lead to pressure, but you can control your reaction. This course helps you recognize the events and situations that cause you to feel pressure. It explains how you can understand your reaction to pressure, and how excessive stress can impair your performance. Finally, it covers the principles for managing your attitude, so you stay in control and maintain a success-oriented mentality. Meeting high-pressure challenges is an opportunity for you to excel and build your reputation as someone who can be counted on.*