

PROVIDENCE POLICE DEPARTMENT

 HEADQUARTERS
 COLONEL OSCAR L. PEREZ
 CHIEF OF POLICE

TYPE OF ORDER	NUMBER/SERIES	ISSUE DATE	EFFECTIVE DATE
General Order	250.03	5/8/2024	5/9/2024
SUBJECT TITLE		PREVIOUSLY ISSUED DATES	
Fitness for Duty Policy		2/7/2021; 1/24/2018; Supersedes G.O. #53 Series 1995	
REFERENCE		RE-EVALUATION DATE	
N/A		5/9/2027	
SUBJECT AREA		DISTRIBUTION	
Conditions and Benefits of Work		All Sworn Personnel	

PURPOSE

The purpose of this policy is to outline the procedures to be followed when it appears that an officer of this Department is unfit for duty.

POLICY

The Providence Police Department is committed to providing a safe workplace in order to best serve the community. Officers who are not fit for duty represent a safety hazard to themselves, to other employees, and to the public. Officers must be able to perform their job duties in a safe, secure, productive, and effective manner, and must remain able to do so throughout the entire time that they are working.

DISCUSSION

N/A

PROCEDURE

I. GENERAL

- A. This policy may be initiated in two ways, each of which requires a different course of action; as follows:
 - 1. A single incident where the officer through words or conduct leads others to believe that the officer is “in need of immediate care and treatment, and whose continued unsupervised presence in the community would create an imminent likelihood of serious harm by reason of mental disability” (RIGL § 40.1-5-7), to include alcohol and/or drug impairment. These observations must be documented

and forwarded through the chain of command to that officer's Division Commanding Officer.

NOTE: This type of action should be limited to those types of crises that require immediate action in order to protect the officer or others who may be endangered.

- a. In cases where the above finding occurs, the officer shall be immediately relieved of any firearm in his/her possession. The firearm shall be immediately turned over to the on-duty shift commander who will turn it over to the Armorer's Office for storage.
 - b. The officer shall then be immediately taken to a mental health facility or other suitable facility for evaluation.
 - c. The department shall abide by the determination of the facility as to the officer's hospitalization or fitness for duty.
 - d. If a licensed mental health professional indicates that the officer may be a danger to him/herself or others, or is otherwise unfit for duty, the officer shall be placed on Administrative Duty, pending clearance by a licensed mental health professional.
 - e. In cases where it is determined that the officer is unfit for duty, he/she shall also be referred to the Department's Peer Support Team. The Peer Support Team will be responsible to coordinate with the department's Human Resources Bureau to create a plan of action for the officer.
2. A pattern of behavior which gives supervisors reasonable suspicion to believe that an officer is unfit for duty, however, the officer poses no immediate threat to him/herself or others. This reasonable suspicion must be documented and forwarded through the chain of command to that officer's Division Commanding Officer. Supervisory personnel are responsible for continuously monitoring personnel performance and behavior and shall be alert to behavioral indicators that suggest emotional problems. These include, but are not limited to:
- Uncharacteristic or repeated citizen complaints, particularly those related to use of force.
 - Excessive tardiness, absenteeism, irritability or aggressiveness, or repeated instances of overreaction or failure to act in the line of duty.
 - Irrational thoughts or actions.
 - Erratic mood swings.

- Indications of alcohol and/or drug use.
- a. A predetermined panel of three members shall convene to review the facts establishing reasonable suspicion to believe the officer is unfit for duty.
 - b. The panel shall consist of the following officers or their designees:
 - Chief of Police.
 - FOP President.
 - Peer Support Team.

NOTE: In cases where the officer who is the subject of the hearing works under the command of a panel member, or where a panel member is a witness to the officer's conduct, a substitute officer/member shall be designated by the sitting panel member who must be removed. In the event that a panel member becomes unable to serve for any reason, a replacement shall be named by the Chief, FOP President or Peer Support Team, to be determined by the position being vacated.

- c. If a majority of the panel determines that there is reasonable suspicion to believe that the officer is unfit for duty, the officer shall immediately be relieved of any firearm in his/her possession. The firearm shall be immediately turned over to the on-duty shift commander who will turn it over to the Armorer's Office for storage. The officer shall immediately be placed on Administrative Duty and referred to a mental health professional.
 - i. The mental health professional must be approved by the department after consultation with the Peer Support Team.
 - ii. The officer shall not return to full duty unless and until he/she is cleared to do so by a mental health professional.
 - iii. The officer will be required to be enrolled in the Department's Peer Support program and will work with Peer Support until cleared by a licensed mental health professional to return to full duty.

II. PROVISIONS

- A. Officers who are subject to this policy must comply with all requirements, including but not limited to signing a medical release form authorizing all medical documentation to be forwarded to the Department's Human Resources Bureau.

APPROVED:

A handwritten signature in black ink, appearing to read 'Oscar L. Perez', written in a cursive style.

COLONEL OSCAR L. PEREZ
CHIEF OF POLICE