



Effective: 09/15/2019
REVISED: 12/02/2019

**CSU FULLERTON POLICE DEPARTMENT
GENERAL ORDER NUMBER 8-13
POLICE CHAPLAINCY PROGRAM**

SUBJECT: Police Chaplaincy Program

PURPOSE: To describe the organization of the CSU Fullerton Police Department Chaplaincy Program and how the chaplains provide counseling or emotional support to members of the Department, their families and the campus community.

POLICY: The CSU Fullerton Police Department shall ensure that Department chaplains are properly selected, appointed, trained and supervised to carry out their responsibilities without financial compensation.

PROCEDURE:

- I. Eligibility requirements for participation as a chaplain for the Department may include, but are not limited to:
 - A. Being from reproach, temperate, prudent, respectable, hospitable, able to teach, be free from addiction to alcohol or other drugs, and excessive debt.
 - B. Having a good reputation in the community.
 - C. Successful completion of an appropriate-level background investigation.
 - D. A minimum of five years of successful counseling experience.
 - E. Possession of a valid driver license.
 - F. Must be ecclesiastically certified and/or endorsed or ordained, licensed or commissioned by a recognized religious body. Formal education or advanced degrees in Theology or similar religious studies are preferred.
 - G. Must have at least 5 years of successive ministry experience within a recognized church or religious body.

The Chief of Police may apply exceptions for eligibility based on organizational needs and the qualifications of the individual.

- II. Recruitment
 - A. The CSU Fullerton Police Department shall endeavor to recruit and appoint only those applicants who meet the high ethical, moral and professional standards set forth by this Department. All applicants shall be required to meet and pass the same pre-employment procedures as Department personnel before appointment.

III. Selection and appointment

- A. Chaplain candidates shall successfully complete the following process prior to appointment as a chaplain:
- a. Submit the appropriate written application.
 - b. Include a recommendation from employers or volunteer programs.
 - c. Interview with the Chief of Police and the chaplain coordinator.
 - d. Successfully complete an appropriate-level background investigation.
 - e. Complete an appropriate probationary period as designated by the Chief of Police.

IV. Chaplains are volunteers and serve at the discretion of the Chief of Police. Chaplains shall have no property interest in continued appointment. However, if a chaplain is removed for alleged misconduct, the chaplain will be afforded an opportunity solely to clear his/her name through a liberty interest hearing, which shall be limited to a single appearance before the Chief of Police or the authorized designee.

V. Under no circumstances will the Chaplains identify themselves as law enforcement officers on or off duty. Their official title will be Police Chaplain.

VI. Identification and Uniforms

- A. As representatives of the Department, chaplains are responsible for presenting a professional image to the community. Chaplains shall dress appropriately for the conditions and performance of their duties. Uniforms will be provided for each chaplain. Identification symbols worn by chaplains shall be different and distinct from those worn by officers through the inclusion of the "Chaplain" on the uniform. Crosses may be worn as a collar device.
- B. Chaplains will be issued CSU Fullerton Police Department identification cards, which must be carried at all times while on-duty. The identification cards will be the standard CSU Fullerton Police Department identification cards, with the exception that "Chaplain" will be indicated on the cards. Chaplains shall be required to return any issued uniforms or Department property at the termination of service. Chaplains shall conform to all uniform regulations and appearance standards of this department.
- C. In addition, Chaplains will be assigned a uniform badge, name tag and the appropriate denomination emblems for their uniform. They will also be issued a radio and be versed in the Department radio codes. All equipment will be signed out on a log and will be returned at the end of the Chaplain's service with the Department.

VII. Chaplain Coordinator

- A. The Chief of Police shall delegate certain responsibilities to a chaplain coordinator.

The coordinator shall be appointed by the Chief of Police or his/her authorized designee. The chaplain coordinator shall serve as the liaison between the chaplains and the Chief of Police. The function of the coordinator is to provide a central coordinating point for effective chaplain management within the Department, and to direct and assist efforts to jointly provide more productive chaplain services. Under the general direction of the Chief of Police or the authorized designee, chaplains shall report to the chaplain coordinator and/or Watch Commander. The chaplain coordinator may appoint another Chaplain to assist in the coordination of chaplains and their activities. The responsibilities of the coordinator or the authorized designee include, but are not limited to:

- a. Recruiting, selecting and training qualified chaplains.
- b. Conducting chaplain meetings.
- c. Establishing and maintaining a chaplain callout roster.
- d. Maintaining records for each chaplain.
- e. Tracking and evaluating the contribution of chaplains.
- f. Maintaining a record of chaplain schedules and work hours.
- g. Completing and disseminating, as appropriate, all necessary paperwork and information.
- h. Planning periodic recognition events.
- i. Maintaining liaison with other agency chaplain coordinators.

An evaluation of the overall use of chaplains will be conducted on an annual basis by the coordinator.

VIII. Duties and Responsibilities

- A. Chaplains assist the Department, its members and the campus community, as needed. Assignments of chaplains will usually be to augment the Operations Division. Chaplains will also coordinate efforts such as training, information bulletins, etc., with the Peer Support Team. Chaplains may be assigned to other areas within the Department as needed. Chaplains should be placed only in assignments or programs that are consistent with their knowledge, skills, abilities and the needs of the Department. All chaplains will be assigned to duties by the chaplain coordinator or the authorized designee. Chaplains may not proselytize or attempt to recruit members of the Department or the campus community into a religious affiliation while representing themselves as chaplains with this department. If there is any question as to the receiving person's intent, chaplains should verify that the person is desirous of spiritual counseling or guidance before engaging in such discussion. Chaplains may not accept gratuities for any service

or any subsequent actions or follow-up contacts that were provided while functioning as a chaplain for the CSU Fullerton Police Department.

IX. Compliance

- A. Chaplains are volunteer members of this Department, and except as otherwise specified within this policy, are required to comply with the Department General and Special Orders Policies.

X. Operational Guidelines

- A. If there is only one Chaplain working for UPD, he/she will be scheduled on call at the determination of the Chief of Police or designee. Otherwise, Chaplains will be scheduled to be on-call for a period of seven consecutive days during each month, beginning on Monday and ending on the following Sunday.
- B. Generally, each chaplain will serve with CSU Fullerton Police Department personnel a minimum of eight hours per month.
- C. At the end of each watch the chaplain will complete a chaplain shift report and submit it to the Chief of Police or the authorized designee.
- D. Chaplains shall be permitted to ride with officers during any shift and observe CSU Fullerton Police Department operations, provided the Watch Commander has been notified and has approved the activity.
- E. Chaplains shall not be evaluators of members of the Department.
- F. In responding to incidents, a chaplain shall never function as an officer.
- G. When responding to in-progress calls for service, chaplains may be required to standby in a secure area until the situation has been deemed safe.
- H. Chaplains shall serve only within the jurisdiction of the CSU Fullerton Police Department unless otherwise authorized by the Chief of Police or the authorized designee.
- I. Each chaplain shall have access to current department member rosters, addresses telephone numbers, duty assignments and other information that may assist in his/her duties. Such information will be considered confidential and each chaplain will exercise appropriate security measures to prevent distribution of the data.

XI. Assisting Department Members

- A. The responsibilities of a chaplain related to department members include, but are not limited to:
 - a. Assisting in making notification to families of members who have been seriously injured or killed and, after notification, responding to the hospital or home of the member.
 - b. Visiting sick or injured members in the hospital or at home.

- c. Attending and participating, when requested, in funerals of active or retired members.
- d. Serving as a resource for members when dealing with the public in incidents, such as accidental deaths, suicides, suicidal subjects, serious accidents, drug and alcohol abuse and other such situations that may arise.
- e. Providing counseling and support for members and their families.
- f. Being alert to the needs of members and their families.

XII. Assisting the Department

- A. The responsibilities of a chaplain related to this department include, but are not limited to:
 - a. Assisting members in the diffusion of a conflict or incident, when requested.
 - b. Responding to natural and accidental deaths, suicides and attempted suicides, family disturbances and any other incident that in the judgment of the Watch Commander or supervisor aids in accomplishing the mission of the Department.
 - c. Responding to all major disasters, such as natural disasters, bombings and similar critical incidents.
 - d. Being on-call and, if possible, on-duty during major demonstrations or any public function that requires the presence of a large number of department members.
 - e. Attending department and academy graduations, ceremonies and social events and offering invocations and benedictions, as requested.
 - f. Participating in in-service training classes.
 - g. Willingness to train others to enhance the effectiveness of the Department.

XIII. Assisting the Community

- A. The duties of a chaplain related to the community include, but are not limited to:
 - a. Fostering familiarity with the role of law enforcement in the community.
 - b. Providing an additional link between the community, other chaplain coordinators and the Department.
 - c. Providing liaison with various civic, business and religious organizations.
 - d. Promptly facilitating requests for representatives or leaders of various denominations.
 - e. Assisting the community in any other function as needed or requested.
 - f. Making referrals in cases where specialized attention is needed or in cases that are beyond the chaplain's ability to assist.

XIV. Chaplain Meetings

- A. All chaplains are required to attend scheduled meetings. Any absences must be satisfactorily explained to the chaplain coordinator.

XV. Privileged Communications

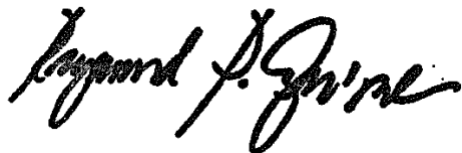
- A. No person who provides chaplain services to members of the Department may work or volunteer for the CSU Fullerton Police Department in any capacity other than that of chaplain.
- B. Department chaplains shall be familiar with state evidentiary laws and rules pertaining to the limits of the clergy-penitent, psychotherapist-patient and other potentially applicable privileges and shall inform members when it appears reasonably likely that the member is discussing matters that are not subject to privileged communications. In such cases, the chaplain should consider referring the member to a non-department counseling resource.
- C. No chaplain shall provide counsel to or receive confidential communications from any CSU Fullerton Police Department member concerning an incident personally witnessed by the chaplain or concerning an incident involving the chaplain.

XVI. Training

- A. The Department will establish a minimum number of training hours and standards for department chaplains. The training, as approved by the Training Manager, may include:
 - a. Stress management
 - b. Critical Incident Stress debriefing
 - c. Death notifications
 - d. Symptoms of post-traumatic stress
 - e. Burnout for members of law enforcement and chaplains
 - f. Legal liability and confidentiality
 - g. Ethics
 - h. Responding to crisis situations
 - i. The law enforcement family
 - j. Substance abuse
 - k. Suicide
 - l. Officer injury or death
 - m. Sensitivity and diversity

REVIEWED BY:

APPROVED:

A handwritten signature in black ink, appearing to read "Raymund Aguirre". The signature is written in a cursive, flowing style.

Raymund Aguirre

Chief of Police