

## PATHWAYS ABILITIES SOCIETY

### **POLICY: CRITICAL INCIDENT DEBRIEFING**

**Applies to:** All Personnel, Volunteers, Person Served

Original Approval Date: June 10, 2013

Date Board Approved: October 23, 2014

Replaces Policy Dated: June 10, 2013

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Board Member's Signature

### **PREAMBLE**

Pathways Abilities Society assists individuals in all areas of their lives including assisting people when they are critically injured, when they have experienced abuse, when they are experiencing medical distress, when they are using behavior to communicate anger and distress, when they have been involved in accidents, and sometimes when they are critically ill. Assisting people through such experiences can create emotional reactions for people who are exposed to these critical incidents and sentinel events.

Critical incident debriefing is designed to help people deal with their reactions to incidents by allowing them to talk about the incident when it happens without judgment or criticism. At Pathways the purpose of the critical incident debriefing is to allow people to talk about how an incident has affected them personally as well as to understand what led to the incident occurring and how to reduce the chances of a similar incident occurring again.

### **POLICY**

The area supervisor or designate will ensure debriefing will take place with people directly involved in incidents of serious injury, physical aggression, threatening verbal aggression, medical emergency, sentinel events, supporting individuals who are reporting abuse, motor vehicle accidents, or death. An initial debriefing with a supervisor or designate will take place the day of the incident. A critical incident debriefing meeting will be arranged by the area supervisor, and will take place the next working day after the day the incident occurred.

After any critical incident not involving serious injury, physical aggression, threatening verbal aggression, medical emergency, sentinel events, supporting individuals who are reporting abuse, motor vehicle accidents, or death, staff can inform management and supervisors that they would like to debrief. An initial debriefing will take place the day of the incident. The staff involved along with the area supervisor will decide if an additional critical incident debriefing meeting is necessary.

If co-workers, supervisors, or management feel that anyone continues to experience ongoing stress as a result of involvement in a critical incident or sentinel event the person will be referred by management to counseling or medical support.