

**DEPARTMENT OF HOMELAND SECURITY
FEDERAL LAW ENFORCEMENT TRAINING CENTER**

FLETC DIRECTIVE NO:	20-03
DIRECTIVE TITLE:	Critical Incident Stress Management and Peer Support Program
EFFECTIVE DATE:	5/17/2006

1. POLICY: The Federal Law Enforcement Training Center (FLETC) will make Critical Incident Stress Management (CISM) and Peer Support Program (PSP) services available to FLETC and Partner Organization (PO) staff and students.

2. SCOPE: CISM/PSP services are available at all FLETC training facilities to students, FLETC and PO staff, and their respective family members 24 hours a day, 365 days a year.

3. REFERENCES:

- a. FLETC Directive 67-32.A; Student Emergencies, Absences, and Leave.
- b. FLETC Directive 67-92.D, Drug-Free Workplace Plan.
- c. FLETC Directive 67-01, Workplace Violence Policy.
- d. 5 U.S.C. Part 792, Federal Employees' Health and Counseling Programs, revised January 2005.
- e. 5 U.S.C. § 7904, Employee Assistance Programs Relating to Drug Abuse and Alcohol Abuse.
- f. "A Manager's Guide: Traumatic Incidents at the Workplace," United States Office of Personnel Management, Office of Workforce Relations (OWR) Publication 20 | February, 2003

4. CANCELLATION: FLETC Director's Bulletin #99-03, Interim Procedures for Obtaining Peer Support Assistance, July 23, 1999.

5. ADDITIONAL GUIDANCE: [FLETC Manual 20-03](#), Critical Incident Stress Management and Peer Support Program.

6. OFFICE OF PRIMARY INTEREST (OPI): Critical Incident Stress Management Program, Office of Operations Support, Administration Directorate.

[Signature on file](#)

Connie L. Patrick
Director