

**Charleston/Dorchester Community
Mental Health Center**

CRITICAL INCIDENT POLICY

In order to provide a work environment that is supportive and helpful to Center employees, there is hereby established a process by which employees can be assisted following an extremely stressful event. Critical Incident Stress Management (CISM) will be utilized for the response.

CISM is a collection of interventions used to help individuals or groups cope with a traumatic event which causes an unusually strong or overwhelming emotional reaction that interferes with one's ability to function in daily life. These critical incidents are out-of-the-ordinary life events that occur in the workplace, within families or in the community. Examples include: assault of staff by a client, traumatic death of a client, tornado damage/disaster, suicide of staff members, suicide within a school or multiple deaths within the school, etc.

The Center Director will be immediately notified of any event which seems to meet the criteria for a CISM intervention. Following notification, the Center Director will notify the designated CISM Team who will contact the individual, group, family, or community to carry out the CISM intervention.



Deborah S. DiNovo
Executive Director


Date