



Denver Sheriff Department

Office of the Sheriff

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Deputy Sheriffs operate in an environment of chronic stress, continual alertness, and the ever-present possibility of violence. Gradually, this exposure, coupled with off-duty stress, can result in extreme anxiety which can lead to undesirable outcomes.

While a large majority of Deputy Sheriffs understand how to cope with stress and maintain a functional balance between their work and personal lives, we have seen good employees who have bad decisions, resulting in personal and department-wide embarrassment. To address this, the Denver Sheriff Department will implement new training and resources to assist with stress management. Specifically, the following initiatives will be put into practice to assist officers and their family:

- New recruits will be assigned to an agency mentor who will assist them with navigating through the challenges of their new career.
- New recruits will be required to identify a family member or close friend who will support them throughout their academy recruitment, and they will be encouraged to do the same throughout their career.
- The Denver Sheriff Department will begin to offer spousal/significant-other training, with a focus on the work experience Deputy Sheriffs encounter, how to recognize signs of elevated stress, and tools to address it.
- A holistic wellness program (Fitness, Emotional, Psychological and Spiritual).
- Increased training on Coping Strategies, Ethics and Resiliency.
- Evaluation of shift and work hours, and existing transfer practices.

Employees will be encouraged to seek assistance proactively. It is important to note that although we want to make every effort to connect employees with appropriate support services, inappropriate and unethical behavior will not be tolerated, and the Denver Sheriff Department will continue to hold employees accountable for their conduct.