Background

According to the Committee on the Initial Assessment of Readjustment Needs of Military Personnel, Veterans, and Their Families, “OEF and OIF together make up the longest sustained US military operation since the Vietnam War, and they are the first conflicts to depend on all-volunteer military” (2010).
Risk Factors for OEF/OIF Veterans

- Mental health concerns
  - Post traumatic stress disorder (PTSD)
  - Major depressive disorder
  - Generalized anxiety disorder
  - Panic disorder
  - Acute Stress
  - Suicidal ideation
  - Substance abuse & addiction
  - Anger control & aggression
  - Traumatic Brain Injury (TBI) & mTBI
Risk Factors for OEF/OIF Veterans

- Readjustment difficulties
  - Difficulty finding & keeping a job
  - Maintaining adequate level of job performance
  - Community involvement
  - Productivity
  - Dangerous driving
  - Marital problems
  - Interpersonal conflict
  - Lower morale
Mental Health Outcomes

Post-Deployment

- Estimated 10% of OEF and OIF Army and Marine Corps Service members have a mild TBI
- 19% of troops returning from Iraq or Afghanistan report mental health problems (only 8.5% report mental health problems when deployed elsewhere)
- 27% of those deployed 3 or 4 times have been diagnosed with depression, anxiety, or PTSD (the rate is only 12% for those deployed once (Committee on the Initial Assessment of Readjustment Needs of Military Personnel, Veterans, and Their Families, 2010)
Mental Health Outcomes Post-Deployment

- There has been an increase in suicide risk for those OEF and OIF veterans; in 2009, there were 115 confirmed suicides among active duty personnel.
- Increased risk for alcohol abuse, including instances of binge drinking (Committee on the Initial Assessment of Readjustment Needs of Military Personnel, Veterans, and Their Families, 2010)
Post-Deployment Readjustment Factors

• Even for those who have not experienced combat while deployed, many have difficulties readjusting.
  – Sense of isolation
  – Role ambiguity
  – Feelings of powerlessness
  – Boredom

• Increase the likelihood of the person experiencing psychological distress, depression, or PTSD (Drodge, E.N., & Roy-Cyr, Y., 2003)
Pre-Deployment Factors that Contribute to Readjustment Difficulties

- Pre-deployment or pre-mission stress
- High levels of work stress prior to deployment
- Level of personal stress prior to deployment
- Marital stress prior to deployment (Drodge, E.N., & Roy-Cyr, Y., 2003)
Difficulty in Clinical Assessment of Veterans

- Reluctant to reveal their symptoms
- May not be able to vocalize problem areas
- May fear they will be judged or stigmatized
- May feel pressure to be normal (Katz et al., 2010)
Forensic Psychological Assessment

I. IACP FFDE and PRE-EMP. STANDARDS
II. CAL AND MASS LAWS
III. MMPI2-RF, PAI, & 16PF
IV. Forensic Interview & Report
V. Thinking about the court or appeal hearing testimony
Assignment:
You have been hired by the CDCR to conduct a forensic eval. on a correctional officer applicant.

- Reference to relevant State Codes related to psychological screenings
- Review of background reports
- Notes to file written by SPB psychologists
Evaluation & Report components

- Personal history questionnaire (PHQ)
- MMPI2
- 16PF
- I-section with "meets" or "does not meet" minimum psychological standards.
- Calif. law Penal Code 13601(a).
- Rationale for final recommendation contained in the I-section of your report.
Calif. Penal Code 13601(a).

Using the psychological and screening standards established by SPB or the CDCR… shall ensure that, prior to training, each applicant who has otherwise qualified in all physical and other testing requirements to be a peace officer in either a youth or adult correctional facility, is determined to be free from emotional or mental conditions that might adversely affect the exercise of his or her duties and powers as a peace officer.
Re: Psychiatric Conditions

Medical conditions listed in the Medical Standards are classified as "Category A" or "Category B" conditions. Category A conditions are considered absolutely disqualifying. For Category B conditions you are required to consider whether the particular examinee's condition would prevent him or her from performing the essential functions of the position.

(o) Psychiatric

1. Category A medical conditions shall include:
   a. disorders of behavior,
   b. anxiety disorders,
   c. disorders of thought,
   d. disorders of mood.
   e. disorders of personality
2. Category B medical conditions shall include:

- a. a history of any psychiatric condition, behavior disorder, or substance abuse problem not covered in Category A. Such history shall be evaluated based on that individual's history, current status, prognosis, and ability to respond to the stressors of the job,

- b. any other psychiatric condition that results in an individual not being able to perform as a police officer.
Why psych. Screening of POs?

- Pre-employment psych evaluations (PEPEs) do not guarantee the identification of all applicants who may have or subsequently develop psychological problems that could interfere with job performance.

- PEPEs provide relevant info on those aps who may be at higher risk (i.e., inappropriate response in a stressful use of force encounter).
Why forensic psychological evaluations for police officers?

- You Tube of Utah State Trooper 2012
- Rodney King Incident
- LAPD shooting case
- Two officers shot in Detroit in Police precinct (stress tolerance)
- Boise police
POST Psychological Dimensions

1: SOCIAL COMPETENCE
2: TEAMWORK
3: ADAPTABILITY/FLEXIBILITY
4: CONSCIENTIOUSNESS/DEPENDABILITY
5: IMPULSE CONTROL/ATTENTION TO SAFETY
6: INTEGRITY/ETHICS
7: EMOTIONAL REGULATION/STRESS TOLERANCE
POST Psychological Dimensions

8: DECISION-MAKING/JUDGMENT
9: ASSERTIVENESS/PERSUASIVENESS
10: AVOIDING SUBSTANCE ABUSE & OTHER RISK-TAKING BEHAVIOR
Why forensic evaluations of peace officers?

- Employers may be held responsible for the acts of their employees when such acts are performed in the line of duty.


...municipalities & administrators could be held liable for behavior of subordinates if the subordinate were negligently supervised, trained, or selected.
IACP

- A pre-employment psychological evaluation may include procedures or tests that are not medical in nature (i.e., designed and used to measure personality traits, behaviors, or characteristics such as judgment, stress resilience, anger management, integrity, conscientiousness, teamwork, social competence).
POST Psychological Dimensions

1: SOCIAL COMPETENCE
2: TEAMWORK
3: ADAPTABILITY/FLEXIBILITY
4: CONSCIENTIOUSNESS/DEPENDABILITY
5: IMPULSE CONTROL/ATTENTION TO SAFETY
6: INTEGRITY/ETHICS
7: EMOTIONAL REGULATION/STRESS TOLERANCE
POST Psychological Dimensions

8: DECISION-MAKING/JUDGMENT
9: ASSERTIVENESS/PERSUASIVENESS
10: AVOIDING SUBSTANCE ABUSE & OTHER RISK-TAKING BEHAVIOR
Q & A
References

References


References


