

EVALUATION AND REHABILITATION PROGRAM

This order describes the Department's Evaluation and Rehabilitation Program, an alcohol abuse program that may be offered to members in appropriate cases to serve either in lieu of or in conjunction with discipline. This order does not supersede the disciplinary action prescribed in Department General Order 2.02, Alcohol Use by Members.

I. POLICY

A. DISCIPLINARY POLICY

It is the policy of the San Francisco Police Department that the Police Commission may offer participation in the Evaluation and Rehabilitation Program to serve in conjunction with or in lieu of a disciplinary suspension or termination. The Chief of Police may also offer participation in the Evaluation and Rehabilitation Program to serve in lieu of or in conjunction with a Chief's disciplinary suspension.

B. PROGRAM ADMINISTRATOR

The Commanding Officer of the Personnel Division shall be designated as the Program Administrator for the Evaluation and Rehabilitation Program. The Program Administrator shall administer the program, oversee members' participation, and report periodically to the Police Commission and the Chief of Police as appropriate on members' compliance. A health professional, who is skilled in the evaluation and treatment of alcohol abuse, will be selected by the Department to provide technical assistance and advice.

C. ELIGIBILITY ASSESSMENT

- 1. To participate in the Evaluation and Rehabilitation Program, a member must acknowledge a need for help and undergo an eligibility assessment to determine his/her suitability. As part of this assessment, the member may be referred to a physician designated by the Department for a thorough medical evaluation. This evaluation, including physician fees and laboratory costs, shall be paid by the member.**

DGO 11.11

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2. **The Program Administrator will then review the member's personnel file and other relevant documents along with any medical reports to determine the member's suitability.**
 3. **If the member is suitable for participation in the program, the Program Administrator will develop a specific treatment plan.**
- D. MEMBER'S RESPONSIBILITIES. A member must agree in writing to fully comply with all aspects of his/her specific treatment plan which may include individual therapy, AA meetings, etc. In addition, a member may be required to participate in a follow-up program for up to 18 months.**
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References

DGO 2.02, Alcohol Use by Members

DGO 2.07, Discipline Process for Sworn Members

DGO 11.09, Employee Assistance Program/Stress Unit