

	LANE COUNTY SHERIFF'S OFFICE POLICY	Number: G.O. 1.15
		Issue Date: March 21, 2005
		Revision Date: January 4, 2023
CHAPTER: Sheriff's Office Role and Authority		Related Policy: G.O. 1.03 (General Rules Concerning Firearms), G.O. 1.04 (Firearms Proficiency), G.O. 1.05 (Authorized Weapons and Carrying Devices), G O. 1.12 (Use of Force), G.O. 3.06 (Use of Force/Firearms Discharge Review), G.O. 3.08 (Line of Duty Deaths), G.O. 3.11 (Chaplain Program), G.O. 3.12 (Peer Support Team), G.O. 3.13 (Internal Investigations), G.O. 3.14 (External Investigations), G.O. 3.15 (Media Relations), G.O. 4.05 (Alcohol and Drugs), G.O. 6.26 (Health/Fitness of employees), and Lane APM Chap 3, Section 7 (Employee Assistance Program)
SUBJECT: Employee Involved Homicide or Potential Homicide		Related Laws: 161.235 (Use Of Physical Force In Making An Arrest Or In Preventing An Escape), ORS 161.219 (Limitations On Use Of Deadly Physical Force In Defense Of A Person), 161.239 (Use Of Deadly Force In Making An Arrest Or In Preventing An Escape), and 161.245 (Reasonable Belief Defined), ORS 181.789 Policy Relating to Use of Deadly Physical Force.

POLICY: The Sheriff's Office will fully investigate any incident where a homicide or potential homicide results from the involvement of a deputy or other employee in a job-related incident. This includes any use of force that results in death or potential death of any person.

RULE (s):

1. Sheriff's Office members shall comply with the procedures of this general order whenever a homicide or potential homicide of any person results from the involvement of a deputy or other employee. This includes every shooting incident, vehicle accident, or other use of force incident wherein a death occurs, or is likely to occur, as a result of an incident involving a Sheriff's Office employee.
2. The use of deadly force investigation will be conducted in accordance with the standard procedures of the Inter-Agency Deadly Force Investigation Team (IDFIT).

3. The Investigations (Administrative, Criminal, and Civil) of such incidents, if assigned, will be conducted in accordance with G.O. 3.13 (Internal Investigations).

PROCEDURE:

I. Reporting

Reporting of any employee involved homicide or potential homicide and Use of Force shall be in accordance with G.O. 1.12.

II. Responsibilities

A. Involved Employee

1. Ensure the on-duty supervisor is informed. Give the first on-scene supervisor initial information such as exact location of the incident, location of evidence, and/or location of witnesses and suspects. This statement shall serve as the employee's initial report.
2. All involved firearms, including authorized and personally owned, shall be retained, or protected in their place of rest, and preserved without tampering or reloading (unless life-threatening conditions continue to exist) until they are released to the on-scene supervisor or seized pending completion of the investigation.
3. Take immediate action to care for any injured persons.
4. Apprehend any outstanding suspects in the immediate area.
5. Locate and identify any witnesses to the incident in the immediate area.
6. Protect evidence at the scene to ensure it is not tampered with in any way.
7. The involved employee may, but not required to, make personal and private notes regarding the details of the incident to aid vivid recall when called upon to give a statement to investigators and attorneys.

B. Other On-Scene Personnel Responsibilities

1. Follow established procedures for response to a crime scene.
2. Take immediate action to care for any injured persons.
3. Assist the involved employee in the:
 - a. Apprehension of any outstanding suspects in the immediate area.

- b. Securing and protecting the scene.
- c. Locating any witnesses in the immediate area.

4. Complete required reports.

C. Supervisor Responsibilities

1. The on-duty supervisor shall be responsible for the general welfare of the involved employee(s), being mindful of the trauma of the incident and the effect on the employee(s).
2. Ensure the scene and evidence are protected.
3. Notify Sheriff via chain of command.
4. If appropriate, notify:
 - a. On-call Deputy District Attorney
 - b. County Risk Manager
 - c. County Counsel
5. Call out Investigators and Crime Scene Investigation Personnel in accordance with standard IDFIT protocol.
6. Ensure all suspects and witnesses are identified, insofar as possible.
7. Ensure that other than information necessary to protect life or property, preserve evidence, or to identify and apprehend suspects, the involved employee(s) will not be interviewed until assigned investigators arrive.
8. Ensure deputies are assigned to remain with all injured suspects, witnesses, and employees. This includes riding to the hospital with them for the purpose of recording any spontaneous statements made by any of these individuals, obtaining clothing, or other evidence.
9. If an employee is injured and requires hospitalization, a Sergeant or other designee shall be dispatched to the hospital to control accessibility.
10. When possible, have a non-involved Peer Support Team member or union representative (based upon the employee's preference) assigned to transport each involved employee to a Sheriff's Office facility where the involved employee can be sequestered to prevent unnecessary questioning. The assigned Peer Support Team member shall remain with the involved employee pending the arrival of investigators. Should a Peer Support Team member or union representative not be able to respond to the scene, a non-involved Deputy may be assigned to transport each involved

employee. The transporting Deputy will be relieved by a Peer Support Team member or a union representative as soon as possible. Transporting Deputies will be instructed that they shall not, under any circumstances, ask the involved employee any questions pertaining to the incident

11. In the event of a shooting, ensure all involved firearms, ammunition, and gun belts, including personally owned firearms and equipment, are seized as evidence.
 - a. The weapons of all involved employees on the scene at the time of the incident should be checked to determine if they have been discharged and ensure that the weapons are rendered safe.
 - b. Except when circumstances require otherwise, provide sworn deputies Sheriff's Office replacement firearms, ammunition, and gun belts as soon as possible. Deputies must qualify per G.O. 1.04
12. Ensure that involved employees are allowed to contact their families and/or representatives. If an employee is injured to an extent that they cannot contact family, notifications will occur as soon as possible in accordance with the employee's Critical Incident Notification Form.
13. Ensure that involved employees are afforded an opportunity as soon as practicable to call an attorney or union representative before extensive, detailed interviews begin.

III. Media Relations

- A. The involved employee's division commander along with the PIO will assume responsibility for coordinating the Sheriff's Office's response to the media.
- B. The involved employee's name shall not be released to the media until after the employee's family has been notified.

IV. Administrative Leave/Mental Health/Employee Assistance Referral

- A. Involved employees in incidents covered by this General Order shall be placed on administrative leave for a minimum of 5 working days.
- B. Such leave may be extended at the discretion of the Sheriff.
- C. Involved employees shall attend at least one session with a mental health professional prior to returning to full duty. The Sheriff's Office will pay the cost of that session along with the cost of a second session if the employee wants it. The counseling sessions are not to be considered fitness for duty evaluations and are to be considered privileged between the deputy and counselor.

- D. Involved employees shall be offered the Services of the County's Employee Assistance Program, the Sheriff's Office's Peer Support Team, or the Sheriff's Office's Chaplain Program.
- E. Depending upon circumstances, employees may be required to undergo a fitness for duty examination prior to returning to duty.