



# USE OF FORCE

## 1. Support your member(s)

- Offer them water and a snack (hydration and sugars)
- Speak calmly, listen, and assure the member of their safety.
- Speak to the Superintendent/Chief to make sure the member isn't assigned duties that they may not be in the right state of mind to fulfill (i.e. PIL or enforcement)
- Follow all First Aid protocols for both mental and physical health.
- Assist the member in contacting a friend or family member.
- Ensure that CISMS | EAP supports are provided.
- Funding is available for medical assistance.
- If you need to leave, delegate someone else to be with the member so that they are not left alone.
- Be aware that you may also need support. Don't be afraid to ask for help.

## 2. Protect your member's rights

- Call Raven Law Line 1.877.282.1599, CIU National Office or National Executive
- Reminder of time limits on submission of Use of Force Report – 24hrs. There is no need for the member to work on this immediately.
- Assist a member who is requesting to leave after a traumatic experience.
- Make contemporaneous notes for your own use (not just for the Use of Force Report)
- Speak to Managers | Superintendents for initial informal feedback.
- Ensure to obtain & review video footage if possible.
- Seek a Use of Force Instructor to assist in writing the report and debriefing.
- Assist a member who may require accommodation. This could include working at another location, telework, or leave with pay.
- Respect the member's right to privacy.

### 3. Ongoing concerns

- Mentor a union member in your work location who is trained on Use of Force issues and able to advise members in a use of force situation.
- EAP is generally limited and may not be able to provide sufficient support. Maintain a list of other resources that can be accessed where there has been a use of force incident.
- Provide refreshers on the PSI process so that members know what to expect. Members have the right to union representation (see *What do I do? #1*).