

*State of Utah - Department of Corrections*



*Department Manual*

<i>AC15 - Mental Wellness &amp; Peer Support</i>	<i>POLICY</i>
<i>Date Effective: 4-1-1998</i>	<i>Date Revised: 7-26-2024</i>
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<i>Approved by:</i>	<i>Executive Director Brian Redd</i>
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01.00 POLICY & RATIONALE

01.01 Policy

It is the policy of the Utah Department of Corrections (UDC) to:

- A. prioritize employee wellness:
  - 1. to foster fitness for duty; and
  - 2. support a healthy quality of life for department employees; and
- B. maintain a wellness program that supports its employees with:
  - 1. proactive wellness resources;
  - 2. critical incident response; and
  - 3. follow-up support.

01.02 Rationale

The Utah Department of Corrections:

- A. recognizes that, in protecting the citizens of the State of Utah and in supervising the offenders under our jurisdiction, the Department personnel put themselves in a heightened state of risk and a heightened state of awareness on a regular basis. This constant level of exposure to risk and awareness can result in stress-induced psychological injury in staff members;
- B. acknowledges the disruption injuries can cause to an employee's personal and professional wellness; and
- C. understands the importance of providing a program that supports the psychological wellness of its department employees.