

	<b>Houston Independent School District Police Department Directives</b>		<b>DIRECTIVE: 420-018</b>
			<b>EFFECTIVE DATE: March 28, 2013</b>
	<b>SUBJECT: General Health and Wellness</b>		<b>REVISED DATE: January 17, 2022</b>

## **PURPOSE**

This directive aims to provide all personnel with guidelines on required General Health and Wellness. This directive applies to all Houston Independent School District Police Personnel.

## **POLICY**

It shall be the policy of the Houston ISD Police Department that all sworn personnel are physically capable of performing the duties that may be required as police officers.

## **GENERAL HEALTH AND WELLNESS**

The very nature of law enforcement requires that officers maintain a high level of physical fitness to meet the physical demands of the profession. The goal of a physical fitness program is to assist sworn personnel in maintaining a healthy and prosperous lifestyle by providing incentives and guidance in physical fitness.

Although Houston ISD Police Department does not have a mandatory physical fitness program or requirements, officers are expected to maintain a fitness level appropriate to perform their duties effectively. Employees are encouraged to maintain proper levels of physical fitness. They are provided with wellness and fitness advisors at the Hattie Mae White Educational Support Center.

Employees that have an allotted meal break and are participating in the program may use their allotted meal break period to use the on-site fitness center located at the Houston ISD Police Department Headquarters, providing that it does not interfere with their assigned duties. Employees may also use the on-site fitness center located at the Houston ISD Police Department Headquarters on their off-days. The fitness center is available to all departmental personnel. Employees must abide by the posted "Rules" in the fitness center. Employees who partake in any Wellness Program and do not complete it will not be penalized.

## **WELLNESS PROGRAM**

Employees have a personal responsibility for their health. Wellness is a state of optimum health and well-being achieved by actively pursuing good health and removing barriers to healthy living. There is widespread agreement regarding the dangers of smoking and substance abuse, the importance of physical and emotional fitness, and the effectiveness of good nutrition. The Police Department encourages officers to adopt behaviors that will improve their health.

Employee Support Services Program offers:

- a) Job performance

- b) Child care resources
- c) Weight loss
- d) Marital difficulties
- e) Parenting support
- f) Time management
- g) Family issues
- h) Anger management
- i) Stress management
- j) Communication skills
- k) Legal and financial issues
- l) Personal concerns
- m) Managing depression and anxiety
- n) Grief and bereavement
- o) Career management
- p) Alcohol/Substance abuse
- q) Smoking cessation
- r) Self-improvement plans

## **WELLNESS ACTIVITIES**

The Hattie Mae White Educational Support Center schedules several wellness activities throughout the year. Wellness activities include vaccines, blood screenings, wellness-related workshops, brown bag lunches, and group sessions.

Influenza Vaccines may be provided each year when they become available through the Health program for all Department employees. Blood screenings determining cholesterol & triglyceride levels, etc., are offered through the Health program for all Department employees. Health programs and campaigns are presented to all Department employees. The Hattie Mae White Educational Support Center will schedule and advertise Wellness Activities throughout the year.

Scheduled activities will be made available to all employees and advertised through available department channels (e.g., e-mail and bulletin boards). Participation in Wellness activities is voluntary and, in some cases, dependent on the space available.

Approved By



Pedro Lopez Jr., Chief of Police