



GENERAL ORDER

DATE OF ISSUE

10/20/77

EFFECTIVE DATE

10/24/77

NUMBER

77-57

SUBJECT

Alcoholism

FILE CODE

Absences

REFERENCE

RESCINDS

AMENDS

EXPIRATION DATE

DISTRIBUTION

A #29

The Detroit Police Department recognizes alcoholism as an illness in which an officer's consumption of any alcoholic beverage definitely and repeatedly interferes with (1) job performance, or (2) the department's image, or (3) the officer's health; and further provided that the illness has been diagnosed as alcoholism by a qualified alcoholism counselor. The department further recognizes alcoholism as a treatable illness.

The social stigma often associated with this illness has no basis in fact. Any officer having this illness will receive the same careful consideration and offer of treatment that is presently extended to all members having any other illness as the department's concern is strictly limited to the effects of this illness upon the member's job performance, the department's image to the community and the member's health.

It is expected that through the procedures outlined in this order officers who suspect they may have an alcoholism problem, even in its early stages, will be encouraged to seek diagnosis and treatment, and when indicated, to follow through with prescribed treatment upon the direction of the Personal Affairs Unit.

Implementation of the following procedures will ensure that no officer with alcoholism will have job security or promotional opportunities jeopardized solely by a request for diagnosis and treatment. Implementation of this procedure will not require, or result in any special regulations, privileges, or exemptions from standard administrative practices applicable to job performance.

1. SUPERVISOR'S RESPONSIBILITIES

Supervisors observing unsatisfactory job performance, attendance, department or poor health on the part of any member under their command that the supervisor believes is the result of alcoholism shall give that member the option to go to the Personal Affairs Unit or the Medical Section for evaluation. Referrals to the Personal Affairs Unit or the Medical Section are necessary as supervisors ordinarily do not have the professional qualifications to permit judgments as to whether or not a member is afflicted with alcoholism. If the supervisor meets with any opposition, the member shall be ordered to the Medical Section for an evaluation. The Medical Section shall make the referral to the Personal Affairs Unit.

2. MEMBER'S RESPONSIBILITIES

It shall be the responsibility of the individual officer to comply with the referral for diagnosis and treatment and to comply with suggested or prescribed therapy.

An officer refusing to accept diagnosis and treatment, or continuing failure to respond to treatment, determined by his supervisor through rating the individual officer's job performance in conjunction with reference to progress reports from the Personal Affairs Unit, will be disciplined according to department rules and regulations when the results of such refusals or failure continue to affect job performance.

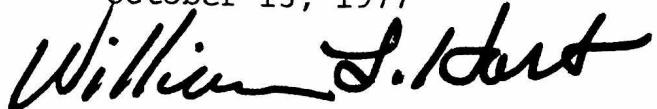
Nothing in this order shall be construed to prevent or discourage an officer from seeking help on his own prior to any job related problems.

3. RECORD KEEPING

The Personal Affairs Unit shall maintain all records with respect to members afflicted with alcoholism. These records shall be preserved in the highest degree of confidentiality.

BY AUTHORITY OF THE BOARD
OF POLICE COMMISSIONERS

October 13, 1977



WILLIAM L. HART
Chief of Police

WLH:awk/sm