

FITNESS FOR DUTY

Principles, Methods, and Legal Issues

Anthony V. Stone, Ph.D., M.P.H.

Fitness For Duty Principles Methods And Legal Issues

Anthony Stone



Fitness For Duty Principles Methods And Legal Issues:

Fitness For Duty Anthony Stone, 2000-05-24 When an employee's emotional problems affect workplace productivity and safety employers have two conflicting obligations they must protect the workplace and their workers from harm as well as consider the needs of the troubled employee Legal standards require employee medical and mental surveillance but also restrict assessment and intervention As a result an employer's course of action is both ambiguous and perilous Part of the process to protect the organization the Fitness for Duty FFD Evaluation affirms the organization's commitment to intervening responsibly when a worker's mental impairment appears likely to bring harm to the organization Indeed the FFD may well be the employer's single most valuable legal protection However there are few standards and guidelines to follow in performing FFD Evaluations also called Independent Medical Examinations IME and no specific training available Fitness For Duty Principles Methods and Legal Issues offers a remedy by explaining how to apply forensic psychology to these cases from every perspective The author shows clinical psychologists how to do the evaluation report the results and support the results in the courtroom He outlines the steps a human resources professional must follow to make the preliminary decision to obtain an FFD evaluation what to expect and what to do with the results He also provides varied case studies that highlight a broad range of FFD issues in a wide variety of fields including aviation law enforcement medicine and non safety related organizations a specific chapter on employer liability vs worker's rights and advice on how to deal with legal issues He carefully details broad standards and methods that can be applied to all blue and white collar fields Employers mental health providers employee assistance professionals security providers human resources workers and the legal community all factor into risk management each with a different outlook With so many things at stake the reputation of the business the safety of the workers the legal and economic well being of the organization Fitness For Duty gives you the structure you need to coordinate these positions and make better risk management decisions *A Handbook for Psychological Fitness-for-Duty Evaluations in Law Enforcement* Cary D. Rostow, Robert D. Davis, 2014-03-18 While some books about police psychology contain a chapter on the fitness for duty question this is the first comprehensive publication focused exclusively on psychological fitness for duty evaluations FFDEs for law enforcement personnel This handbook is ideal for professionals and for coursework designed to prepare individuals for careers as police or municipal officials psychologists students behavioral science specialists human rights advocates and attorneys A helpful glossary makes the book even more useful for students and those who do not have extensive academic or formal training in psychology or public administration A Handbook for Psychological Fitness for Duty Evaluations in Law Enforcement describes in detail the mechanics of setting up a fitness for duty methodology and examines the effectiveness of FFDEs in law enforcement You'll find clear instructions for developing a FFDE system from the law enforcement executive's viewpoint valuable for attorneys police psychologists and civil service board members as well and an extensive bibliography with particular emphasis on laws and cases that provide guidance to

psychological and law enforcement professionals Several appendices provide examples of documentation that can be used in the evaluation process This book brings you reliable information on legal precedents with a review of legal cases in language appropriate for law enforcement executives and psychologists the interaction between police culture psychological assessment and therapy federal laws that impact FFDEs including the HIPAA the Americans with Disabilities Act the Family Medical Leave Act and the Fair Credit Reporting Act case law and FFDEs with emphasis on civil rights laws labor issues professional ethical dilemmas and the psychologist as a potential expert witness the proper uses and the misuses of the FFDE approach police departmental civil liability and the role that the FFDE plays in addressing legal risks In addition this book contains a succinct review of psychological testing psychometrics and the technicalities of employing a professional psychologist to determine the fitness of commissioned officers A Handbook for Psychological Fitness for Duty Evaluations in Law Enforcement proposes a model law that could be used to improve the utility and effectiveness of FFDEs and presents a forward looking discussion of FFDE issues that may become controversial in the near future *FBI Law Enforcement Bulletin*, 2007

Handbook of Police Psychology Jack Kitaeff, 2011-03-17 The Handbook of Police Psychology represents the contributions of over thirty police psychologists all experts in their field on the core subject matters of police psychology Police psychology is broadly defined as the application of psychological principles and methods to law enforcement This growing area includes topics such as screening and hiring of police officers conducting screening for special squads e g SWAT fitness for duty evaluations investigations hostage negotiations training and consultation and stress counseling among others The book examines the beginnings of police psychology and early influences on the profession such as experimental investigations of psychological testing on police attitude and performance Influential figures in the field of police psychology are discussed including the nation's first full time police psychologist who served on the Los Angeles Police Department and the first full time police officer to earn a doctorate in psychology while still in uniform with the New York Police Department

The Corsini Encyclopedia of Psychology, Volume 2 Irving B. Weiner, W. Edward Craighead, 2010-01-19 Psychologists researchers teachers and students need complete and comprehensive information in the fields of psychology and behavioral science The Corsini Encyclopedia of Psychology Volume Two has been the reference of choice for almost three decades This indispensable resource is updated and expanded to include much new material It uniquely and effectively blends psychology and behavioral science The Fourth Edition features over 1 200 entries complete coverage of DSM disorders and a bibliography of over 10 000 citations Readers will benefit from up to date and authoritative coverage of every major area of psychology **Handbook of Psychology, Forensic Psychology** Irving B. Weiner, Randy K. Otto, 2012-10-23 Psychology is of interest to academics from many fields as well as to the thousands of academic and clinical psychologists and general public who can't help but be interested in learning more about why humans think and behave as they do This award winning twelve volume reference covers every aspect of the ever fascinating discipline of psychology and represents the most current

knowledge in the field This ten year revision now covers discoveries based in neuroscience clinical psychology s new interest in evidence based practice and mindfulness and new findings in social developmental and forensic psychology Official Gazette Philippines,2007 **From Difficult to Disturbed** Laurence Miller,2008 Nationally syndicated career columnist Joyce Lain Kennedy s ten best career books for 2007 How does an already busy manager deal with people whose personalities are difficult or even seriously disturbed The answer lies in using practical psychology to understand just what it is that makes them tick whether it s something as common as being introverted or extroverted or something much more serious From Difficult to Disturbed helps readers become better managers by providing insight into both big and small people problems that can seriously disrupt the workplace if they re not handled correctly The book contains down to earth solutions for dealing with Personality Types including avoidant dependent histrionic narcissistic or antisocial workers Common People Problems such as unproductive angry uncooperative or chronic problem employees Mental Disorders such as depression bipolar disorder schizophrenia anxiety and panic disorders as well as alcohol and substance abuse Every workplace is filled with a wide range of personalities This book gives managers the insight understanding and tools they need to get the best from those who present the toughest problems **Principles and Practice of Forensic Psychiatry** Richard Rosner,Charles Scott,2017-02-03 The third edition of this award winning textbook has been revised and thoroughly updated Building on the success of the previous editions it continues to address the history and practice of forensic psychiatry legal regulation of the practice of psychiatry forensic evaluation and treatment psychiatry in relation to civil law criminal law and family law as well as correctional forensic psychiatry New chapters address changes in the assessment and treatment of aggression and violence as well as psychological and neuroimaging assessments *Clinical Guide to Mental Disability Evaluations* Liza Gold,Donna L. Vanderpool,2013-01-11 Disability evaluations are the most common clinical mental health evaluations conducted for nontreatment purposes They place mental health professionals in the role of communicating information that is typically confidential to administrative and legal systems Unfortunately mental health professionals receive little to no training in conducting assessments that focus on disability and disability management and often do not understand the implications and risks of providing this information especially without conducting what are often specialized evaluations Clinical Guide to Mental Health Disability Evaluations is geared for general mental health practitioners providing them with the basic information needed to competently provide the various types of disability evaluations It also provides enough information to inform forensic mental health providers in conducting more specialized evaluations Police Psychology and Its Growing Impact on Modern Law Enforcement Mitchell, Cary L.,Dorian, Edrick H.,2016-09-12 Police psychology has become an integral part of present day police agencies providing support in the areas of personnel assessment individual and organizational intervention consultation and operational assistance Research based resources contribute to those efforts by shedding light on best practices identifying recent research and developments and calling

attention to important challenges and growth areas that remain Police Psychology and Its Growing Impact on Modern Law Enforcement emphasizes key elements of police psychology as it relates to current issues and challenges in law enforcement and police agencies Focusing on topics relevant to assessment and evaluation of applicants and incumbent officers clinical intervention and prevention employee wellness and support operational consultation and emerging trends and developments this edited publication is an essential reference source for practicing police psychologists researchers graduate level students and law enforcement executives

Principles and Practice of Forensic Psychiatry, Third Edition Richard Rosner, Charles Scott, 2017-02-03 The third edition of this award winning textbook has been revised and thoroughly updated Building on the success of the previous editions it continues to address the history and practice of forensic psychiatry legal regulation of the practice of psychiatry forensic evaluation and treatment psychiatry in relation to civil law criminal law and family law as well as correctional forensic psychiatry New chapters address changes in the assessment and treatment of aggression and violence as well as psychological and neuroimaging assessments

Handbook of Psychology, Forensic Psychology Alan M. Goldstein, 2003-01-07 Includes established theories and cutting edge developments Presents the work of an international group of experts Presents the nature origin implications an future course of major unresolved issues in the area

Behind the Badge Sharon M. Freeman Clevenger, Laurence Miller, Bret A. Moore, Arthur Freeman, 2014-11-13 This volume is the logical follow up to the military treatment handbook Living and Surviving in Harm s Way Sharon Freeman Clevenger Laurence Miller Bret Moore and Arthur Freeman return with this dynamic handbook ideal for law enforcement agencies interested in the psychological health of their officers Contributors include law enforcement officers with diverse experiences making this handbook accessible to readers from law enforcement backgrounds This authoritative comprehensive and critical volume on the psychological aspects of police work is a must for anyone affiliated with law enforcement

Personality Assessment in Police Psychology Peter A. Weiss, 2010 In recent years personality assessment by professional psychologists has taken on an increasingly important role in the field of police work Most importantly personality assessment instruments have been utilized in the pre employment psychological screening of police officer candidates This psychological screening takes place at the end of the hiring process to ensure that candidates do not have personality characteristics or existing psychopathology that would interfere with their job performance Personality assessment is also used for other applications in police psychology These applications include fitness for duty evaluations FFDEs and second opinion evaluations of officers who challenge hiring decisions Moreover police psychologists are involved in a considerable amount of research in order to determine which tests and scales are most appropriate for evaluations The present volume is divided into four parts to cover the relevant issues in personality assessment for police work Part I provides an introduction and the basic principles of personality assessment in police psychology Part II focuses on the major assessment instruments used in police psychology These include the MMPI 2 the Personality Assessment Inventory PAI the

Inwald Personality Inventory IPI and Hilson Tests the M PULSE Inventory pre offer integrity instruments and the Rorschach Comprehensive System Part III examines multiple issues in personality assessment research in the field of police psychology Part IV covers applications of personality assessment in police psychology These applications include pre employment evaluations fitness for duty evaluations conditional second opinion psychological evaluations of candidates using multiple sources of information when conducting mandatory or required evaluations and the politics of personality assessment in police agencies This unique and comprehensive text is designed for psychologists who are actively working in the field of law enforcement including psychologists in both applied and research academic settings

Threat Assessment James T Turner, Michael Gelles, 2012-12-06 Detailed how to s of threat assessment from the initial contact to the sharing of results Risk management can be an organizational nightmare but it is an essential part of your operations Recent events have shown us that organizations need to know how to respond swiftly and effectively in emergencies and that companies need to protect their employees from internal and external threats This book provides you with the tools you need to protect both your employees and yourself from a variety of threats Threat Assessment A Risk Management Approach examines the factors that human resource security legal and behavioral professionals need to understand in work violence and threat situations that disrupt the working environment revealing the best ways to reduce risk and manage emergencies It includes case studies and hypothetical examples that show recommended practices in action and provides detailed interviewing methods that can increase the efficiency of current strategies Helpful appendices provide sample forms for identification cards stay away letters workplace behavior improvement plans for problem employees questions for health care providers and announcements for employees regarding security changes An extensive bibliography points the way to other useful material on this subject Threat Assessment A Risk Management Approach explores the role of the multidisciplinary threat management team corporate liaisons with law enforcement agencies cyberthreats and stalking insider threats category classification of offending behaviors Risk management is a constantly evolving field and Threat Assessment provides you with access to the latest updates Staying up to date on risk management innovations will help you increase corporate sensitivity to possible threats and provide the safest possible working environment to your employees The authors of Threat Assessment are seasoned professionals with extensive experience in risk management You can learn from their expertise and adapt it to your situation improving workplace safety and contributing to security in your own community

Evaluating Mental Health Disability in the Workplace Liza Gold, Daniel W. Shuman, 2009-06-23 As many as one in four adults in the workforce will suffer from psychiatric illness in a given year Such illness can have serious consequences job loss lawsuits workplace violence yet the effects of mental health issues on job functioning are rarely covered in clinical training In addition clinicians are often asked to provide opinions on an employee s fitness for work or an evaluation for disability benefits only to find themselves embroiled in complex legal and administrative conflicts A unique collaboration between a renowned clinical

professor of psychiatry and a noted legal expert Evaluating Mental Health Disability in the Workplace approaches the topic from two distinct areas the legal context and issues relevant to disability and disability related evaluations and the interplay of factors in the relationship between work and psychiatric illness From this dual perspective the authors advocate for higher professional standards ensuring that employers evaluatees or third parties are provided with the most reliable information Key features of the book A robust assessment model of psychological disability in the workplace Practice guidelines for conducting workplace mental health disability evaluations Legal and ethical aspects of employment evaluations especially as they differ from clinical procedure Examination of the process of psychiatric disability development Issues specific to evaluations for Social Security Workers Compensation and other disability benefit programs Review of relevant administrative and case law As an introduction to these complex issues or for the further improvement of evaluation skills Evaluating Mental Health Disability in the Workplace is a timely reference for psychiatrists psychologists forensic mental health specialists and attorneys in this field

CRIMINAL PSYCHOLOGY Laurence Miller, 2012-01-01 Criminal psychology is the application of the principles of normal and abnormal psychology to the understanding prediction and control of criminal behavior Criminal Psychology Nature Nurture Culture provides an in depth yet readable introduction to the foundations of criminal psychology as it is understood and practiced from the classroom to the courtroom The book is organized into five sections Part I examines the nature and origins of criminal behavior These chapters outline the role of psychology in the criminal justice system and review the biology psychology and sociology of crime to develop a naturalistic model of criminal behavior that can guide theory and practice in law enforcement criminal justice and forensic evaluation Part II examines the major classes of mental disorder that may be associated with criminal behavior including psychotic disorders mood disorders organic brain syndromes substance abuse and personality disorders Each chapter consists of a description of the syndrome followed by applications to law enforcement criminal justice and forensic mental health issues of competency sanity and criminal culpability Part III deals with death Topics include homicide serial murder mass homicide workplace and school violence and terrorism Part IV covers sexual offenses and crimes within the family including rape and sexual assault sex crimes against children child battery domestic violence and family homicide Part V discusses the psychological dynamics of a variety of common crimes such as stalking and harassment theft and robbery gang violence organized crime arson hate crimes victimology the psychology of corrections and the death penalty Each chapter contains explanatory tables and sidebars that illustrate the chapter's main topic with examples from real life cases and the media and explore controversies surrounding particular issues in criminal psychology such as criminal profiling sexual predator laws dealing with children who kill psychotherapy with incarcerated offenders and the use of designer defenses in court Grounded in thorough scholarship and written in a crisp engaging style this volume is the definitive handbook and reference source for forensic psychologists mental health practitioners attorneys judges law enforcement professionals and military personnel It

will also serve as an authoritative core text for courses in forensic psychology criminology and criminal justice practice

Violence Assessment and Intervention James S. Cawood, CPP, Michael H. Corcoran, Ph.D., 2003-06-27 If you are responsible for people they want and expect you to keep them safe on a regular basis *Violence Assessment and Intervention The Practitioner's Handbook* shows you the most effective way to take the initial data and make quick decisions about whether the situation requires an immediate response with full resources or a less intense response It gives you easy access to the information you need not only to handle emergency situations but also to prevent them The principle focus of this book is not sociological theory or even clinical assessment but practical intervention monitoring and control of violence It presents techniques for use in any situation whether you are a mental health professional doing phone intake from a victim of domestic violence a corporate human resource or security person getting a call about an incident that just occurred or a law enforcement officer encountering a potential suicide Using flow charts and step by step instructions developed while handling thousands of cases the authors give practical advice on how to recognize the signals of potential violence by individuals identify probable victims and assess escalation of the threat Written specifically for the practitioner this book provides practical effective methods of violence assessment and intervention During this time of increasing concern about security threat assessment and profiling for violence prediction *Violence Assessment and Intervention The Practitioner's Handbook* gives you the tools to decrease the chances of violence and increase safety in your organization

Psychology and Law David Canter, Rita Žukauskiene, 2017-03-02 This important book captures contemporary attempts to build bridges between the two very different disciplines of law and psychology and to establish the true nature of the interaction between the two Including international contributions from lawyers psychologists sociologists and criminologists the book bridges the inherent gap between the practice of law and the profession of psychology at an international level It throws light on how psychology connects with inter alia the courts prisons community care clinics long stay hospitals police investigations and legislative bodies More recent contributions of social science to legal proceedings are also covered such as the liability that arises from lack of crime prevention or the systematic prediction of likely violence by an offender The book will be essential reading not only for academics and professionals in psychology the law and related disciplines wishing to understand the broadening base of psychology within the legal process but also for students trying to form an understanding of the emerging science and the associated career opportunities for this exciting field

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