

OFFICE OF THE NEW MEXICO ATTORNEY GENERAL
ICAC WELLNESS POLICIES AND PROCEDURES
POLICY - 100

EMPLOYEE RESILIENCE PROGRAM

Policy: Office of the New Mexico Attorney General, Internet Crimes Against Children (ICAC) Task Force recognizes that research has identified that those individuals who are required to view child sexual abuse images at work may experience specific stressors associated with their exposure to images or videos depicting child sexual abuse. To support the Task Force, an Employee Resilience Program has been created.

Procedure:

Office of the New Mexico Attorney General, Internet Crimes Against Children (ICAC) Task Force will include the following features:

1. The program should include elements (e.g., education, intervention, counseling services, and evaluation) that are administered by a professional with specialized training in trauma intervention, ideally secondary trauma, if the specialty is available.
2. The professional care provider should be an outside resource, not an employee of the company. This ensures confidentiality and helps remove barriers to open communication. Confidentiality can be maintained by assigning random code numbers to task force members to be used when the task force member meets with the Mental Health Provider (MHP).
3. Strong consideration should be given to making select elements of the program mandatory such as meeting with the MHP annually on an individual basis or as part of a group, and wellness trainings. All task force members are encouraged to meet with the MHP when they are experiencing any symptoms of secondary (vicarious) trauma. This removes any stigma for employees who want to seek help and can increase employee awareness of the subtle, cumulative effects that regular exposure may produce.
4. The MHP will explain to task force members that participating in the Employee Resilience Program is in no way a "Fit for Duty" assessment.

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TASK FORCE MEMBER SELECTION

Policy: Office of the New Mexico Attorney General, Internet Crimes Against Children (ICAC) Task Force recognizes that research has identified that those individuals who are required to view child sexual abuse images at work may experience specific stressors associated with their exposure to images or videos depicting child sexual abuse. To ensure that employees are aware of the challenges of ICAC work, there is a specific selection process used.

Procedure:

Once a candidate is deemed eligible for the task force, NMICAC uses the following selection process:

1. The Task Force Commander or their designee interviews the candidate and discusses the images the candidate might see or the materials the candidate might read as an ICAC task force member.
2. The candidate will meet with the MHP to discuss stress management and wellness tools, and to explain the confidential nature of the Employee Resilience Program. The MHP will discuss any voluntary and/or mandatory counseling programs that will be provided if the candidate is hired.
3. The candidate will meet with experienced ICAC task force members to discuss their experiences, coping methods etc.
4. It is highly recommended that the candidate review the following websites as a way to educate the candidate on Internet Child Pornography.

<http://www.internetsafety101.org/glossaryofterms.htm>

Sexting: A Typology (Wolak & Finkelton, March 2011)

http://www.unh.edu/ccrc/pdf/CV231_Sexting%20Typology%20Bulletin_4-6-11_revised.pdf

The Falling Age of Puberty in U.S. Girls

<http://www.breastcancerfund.org/assets/pdfs/publications/falling-age-of-puberty.pdf>

"Masha's Law" - 18 U.S.C.A. § 2259

<http://www.gpo.gov/fdsys/pkg/USCODE-2011-title18/pdf/USCODE-2011-title18-part1-chap110-sec2259.pdf>

<http://www.childlaw.us/masha/#.UxDWvYVrROw>

Double Silencing: Baltic Sea Group (UK Study - Barnardos)

<http://www.barnardos.com/>

Operation Hamlet: Denmark

<http://missingmadeleine.forumotion.net/t9790-operation-hamlet>

"Child Pornography: An Internet Crime " by Drs. Ethel Quayle and Max Taylor

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<http://www.routledge.com/books/details/9781583912447/>

Scott Tyree "The Slave Master"/Alicia Kozakiewicz

<http://www.pittsburghmagazine.com/Pittsburgh-Magazine/January-2013/Taken/>

Serial Child Murderer - Joseph Edward Duncan II

<http://www.youtube.com/watch?v=ozLe7ODoF8o>

Dr. Michael Seto (Canada)

<http://individual.utoronto.ca/michaelseto/>

Bourke & Hernandez study

http://cakidscoalition.com/uploads/3/0/0/8/3008529/butnerstudy_-_correlation_btwn_users_and_abusers.pdf

Dr. Rochelle Hanson

http://academicdepartments.musc.edu/ncvc/about_us/faculty/hanson_bio%2013

5. The Commander or designee will meet to discuss the candidate's current level of comfort after learning more about Internet child pornography and meeting with current task force members.
6. After hiring, the task force member will be provided internal documentation on policies, laws, content scenarios, etc.
7. During the first controlled content exposure the new employee will be paired up with an experienced task force member to view the images. This support gives the new employee the opportunity to discuss techniques that the experienced task force member uses to manage stress during exposure to child pornography.

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Promoting "SELF CARE"

Policy: The Office of the New Mexico Attorney General, Internet Crimes Against Children Task Force, recognizes that research has identified that those individuals who are required to view child sexual abuse images at work may experience specific stressors associated with their exposure to images or videos depicting child sexual abuse. To ensure that employees are assisted in limiting the potential for secondary or vicarious trauma, the task force members are encouraged to participate in "Self Care" activities.

Procedure:

The Office of the New Mexico Attorney General, Internet Crimes Against Children Task Force, encourages all members to participate in "Self Care" by doing the following:

1. Meet with the Internet Crimes Against Children Mental Health Provider (MHP) both annually and as needed for individual and/or group meetings.
2. Attend Wellness trainings to increase the task force member's knowledge and awareness of the potential for secondary/vicarious trauma and the methods that can be employed to decrease the chances to experience secondary/vicarious trauma.
3. With the support of the Internet Crimes Against Children MHP, create a "Safety Plan" to assist the task force member in decreasing the chance to experience secondary/vicarious trauma.
4. This "Safety Plan" might include strategies/activities such as:
 - a. Taking a break from exposure to take a walk.
 - b. Talking to a friend or co-worker.
 - c. Do not participate in any exposure to child pornography with a half hour of leaving work for the day.
 - d. Do a different work activity for an hour.
 - e. Go home. (If allowed by your Supervisor)
 - f. Contact the task force MHP. (If your task force does not have a designated MHP, then contact your Employee Assistance Program, insurance approved mental health provider, or public crisis hotline. (These numbers should be readily available on the "Safety Plan").
 - g. Have plenty of activities/hobbies outside of work that are relaxing and stress reducing.