

DATES

September 17-18,
2025

CLASS TIMES

8:30 – 4:30 with an
hour for lunch

HOST

Southwest VA Criminal
Justice Training Academy



LOCATION

Southwest VA Academy
1595 Bonham Road
Bristol VA 24201

COST

Tuition and materials
provided at no cost to
SVCJTA member
agencies through a
Virginia DCJS grant.

REGISTRATION

Please contact at
Executive Director Tim
Tester at
ttester@svcjta.com with
your interest to attend.
As the course is capped
at 45 students, early
registration is highly
encouraged.



www.cpleinternational.org

The Center for Police Leadership & Ethics



Prioritizing the Health, Wellness, & Resilience of Our Employees

We see and experience life in ways most people do not. We see the best in people and events, we also see the worst in humanity and tragedies of every kind...sometimes all in the same shift. Whether covering your beat, dispatching at a monitor, processing a crime scene, maintaining order and safety in the jail, serving civil papers, or protecting our courts, this profession can have a profound impact on our emotional and mental health.

Join us for a powerful discussion exploring the nature of mental health in the law enforcement community, the warning signs, and how we can better lead at-risk employees and build resiliency across our organizations.

The Center also is providing an optional three-course, online component to this class at no costs to students. The courses stand on their own but were designed to compliment our face-to-face class. Each comes with its own course completion certificate. Each consists of three components - the presentation, assignment, and quiz. Watch the presentation (usually about 30 to 40 minutes), read the assigned articles or watch a video or listen to a podcast, and take a short quiz. Then print your certificate! Complete each online course on your schedule. Links to the courses will be provided during class.

For more information on the course, contact the CPLE's Dr. Jeff Green at jeff.green@cpleinternational.org or Gary Moore at Gary.Moore@cpleinternational.org.



The mental, emotional, and behavioral state of law enforcement officers is a critical individual, organizational, and societal issue. Officers are exposed to a range of stressors and traumatic experiences that can contribute to a host of mental health challenges. Studies indicate police officers experience higher rates of depression, anxiety, PTSD, and suicidal ideation compared to the general population. Mental health struggles can affect an officer's decision-making, judgment, interactions with the public, and overall job performance. Untreated, these challenges can lead to substance abuse, relationship problems, and other negative consequences in officers' personal lives.

Frequent exposure to horrific scenes like violent crimes, accidents, and death can lead to Post-Traumatic Stress Disorder (PTSD), anxiety, depression, and other stress-related issues. High-stress situations, long and irregular hours, shift work, lack of adequate support, and excessive workload can contribute to chronic stress, compassion fatigue, exhaustion, and burnout. The policing culture, which often emphasizes toughness and emotional fortitude, can create a barrier to seeking help for mental health challenges. Fear of being perceived as weak or unfit for duty can lead officers to suffer in silence, exacerbating their mental health problems. Hypervigilance, the state of heightened alertness and sensitivity to potential threats, while essential for officer safety, can lead to chronic stress, anxiety, and difficulties relaxing off-duty. And issues within the department itself, such as lack of support from leadership, understaffing, or unfair policies, also may significantly impact officers' mental health.

The mental health of police officers has significant implications for our communities. Mental health challenges may lead to poor decision-making and judgment, heightened emotional responses, and increased risks to public safety. It also may affect their interactions with the community leading to negative encounters with the public, heightened conflict, officer isolation, and an erosion of public trust.

Mental health struggles underscore the critical need for effective wellness and resilience programs, resources, and a supportive work environment. Efforts to address these challenges must begin with removing the traditional stigma associated with officer mental health. Fostering a culture where seeking help is encouraged and supported can help officers overcome their reluctance to access services. Offering confidential counseling, peer support programs, critical incident stress debriefing, and training on stress management and resilience can equip officers with the tools they need to cope with the demands of their job. Departments can implement policies that prioritize mental health, such as ensuring access to qualified mental health professionals and addressing organizational stressors. And encouraging officers to prioritize self-care, including exercise, sleep, and healthy coping mechanisms, can help mitigate the negative effects of stress. By acknowledging the unique mental health challenges faced by police officers and implementing appropriate support systems, law enforcement agencies can work towards creating a healthier and more resilient police force that is better equipped to serve and protect our communities.

What Attendees are Saying about CPLE Courses!

Every now and then, a law enforcement officer will come across a training course that will resonate with them throughout their career. I can honestly say these wonderful instructors relayed what it means to be a great leader. They incorporated their life experiences into the training and brought it down to a personal level, regardless of whether the interaction was positive or negative. They gave us what we needed as leaders in our quest for greatness. They stressed the importance of credibility and possessing the right leadership framework to be effective. I believe they offer a training program that will assist you in growing and evolving as a leader, and I highly recommend taking as many of the courses from the CPLE as you can. One of the best investments you and your department will ever make.

I was forced to come to this class by my agency, and I did not want to be here! But I was pleasantly surprised and thoroughly enjoyed the class!!!!

I thought leadership came natural to me. I thought it was common sense. This course completely changed my view and forced me to rethink everything.

An intensely different approach to education.

The conversational style was amazing. I took more notes during this class than I ever have. Highly recommend this course to other leaders.

So inspirational. They really made me think deeply about the topics and my leadership. I was constantly challenged throughout the entire course.

I felt like the entire class was designed specifically for me. Just being promoted to Lieutenant, almost every topic we discussed was something I am dealing with right now, or I see coming around the corner. Passionate, competent instructors completely avoiding death by PowerPoint. GREAT course!

Unlike anything I have ever attended. Outstanding!