

Wellness Visits

What Are Wellness Visits?

Wellness Visits are proactive, confidential one-on-one check-ins between an officer and a licensed mental health clinician. Unlike fitness-for-duty evaluations or mandated psychological assessments, wellness visits are non-punitive and voluntary, designed to support officers before challenges escalate.

These visits provide a safe, stigma-free space for officers to talk about stressors—whether personal or professional—with a culturally competent clinician who understands the realities of law enforcement work. The goal is prevention, not diagnosis: to promote resilience, identify early signs of distress, and normalize help-seeking behavior.

Why Wellness Visits Matter

- **Prevention-Focused:** Just like physical health checkups, wellness visits help catch issues early—before they impact performance or personal life.
- **Builds Trust:** Regular, non-crisis contact with a clinician builds rapport, making it more likely that officers will reach out in times of need.
- **Enhances Officer Readiness:** Officers are more effective when they are mentally well. These visits promote overall wellness, emotional regulation, and job sustainability.
- **Supports Culture Change:** Embedding wellness into routine operations reduces stigma and signals leadership's commitment to officer well-being.

Key Features

- **Confidential** – No notes go in personnel files; clinicians follow the same privacy laws as any healthcare provider. Only attendance is reported to departments.
- **Flexible** – Can be scheduled annually or semi-annually. Clinicians can conduct visits at the department, in private practice locations, or virtually.
- **Voluntary Participation** – Departments may require attendance of regular check-ins for all personnel, but active participation in visits remains officer-driven.
- **Trauma-Informed & Culturally Competent** – Delivered by professionals trained to work with law enforcement.

Wellness Visits are not a sign of weakness—they're a sign of a department that values strength, health, and sustainability in its force.