



Richmond Police Department



University of Pittsburgh

Participation in this survey is completely voluntary and will in no way cause any benefit or harm your employment with the department. This survey will be reviewed by a researcher at the University of Pittsburgh, and results will be confidential. Thank you for your time and participation.

Survey ID: _____

First two letters of your Mother's maiden name

Last two digits of birth year (e.g. 1979= 79)

The first few questions tell us a little about you. Please circle the option that best describes you.

1. How many years have you been employed as a full-time police officer? _____

2. What is your rank? (Circle one)

Officer Plain clothes detective Sergeant Lieutenant Captain Major or above

3. Have you served in the military?

Yes No

If you answered yes to number 3, please answer questions 3A and 3B. If you answered no, please move to number 4. Thank you

3A. What branch of the Military?

Air Force Army Marines Navy More than one branch

3B. Were you ever deployed to a combat zone?

Yes No

4. REDACTED

5. Below is a list of items that describe different aspects of being a police officer. After each item, please circle how much stress it has caused you over the past 6 months, using a scale that ranges from “No Stress At All” to “A Lot of Stress”

In the past 6 months, how much stress have you felt from...	No Stress at All 1	2	3	Moderate Stress 4	5	6	A Lot of Stress 7
Shift work	1	2	3	4	5	6	7
Working alone at night	1	2	3	4	5	6	7
Over-time demands	1	2	3	4	5	6	7
Risk of being injured on the job	1	2	3	4	5	6	7
Work-related activities on days off (e.g., court, community events)	1	2	3	4	5	6	7
Traumatic events (e.g., MVA, domestics, death, injury)	1	2	3	4	5	6	7
Managing your social life outside of work	1	2	3	4	5	6	7
Not having enough time available to spend with friends and family	1	2	3	4	5	6	7
Paperwork	1	2	3	4	5	6	7
Difficulty finding healthy food options at work	1	2	3	4	5	6	7
Finding time to stay in good physical condition	1	2	3	4	5	6	7
In the past 6 months, how much stress have you felt from...	No Stress at All 1	2	3	Moderate Stress 4	5	6	A Lot of Stress 7
Fatigue associated with your work schedule (e.g., shift work, over-time)	1	2	3	4	5	6	7
Occupation-related health issues (e.g., back pain)	1	2	3	4	5	6	7
Lack of understanding from family and friends about your work	1	2	3	4	5	6	7
Difficulty making friends outside the job	1	2	3	4	5	6	7
Upholding a “higher image” in public	1	2	3	4	5	6	7
Negative comments from the public	1	2	3	4	5	6	7
Limitations in your social life (e.g., who your friends are, where you socialize)	1	2	3	4	5	6	7
Feeling like you are always on the job	1	2	3	4	5	6	7
Friends/ family feel the effects of the stigma associated with your job	1	2	3	4	5	6	7

6. Below is a list of items that describe different aspects of being a police officer. After each item, please circle how much stress it has caused you over the past 6 months, using a scale that ranges from “No Stress At All” to “A Lot of Stress”

In the <u>past 6 months</u> , how much stress have you felt from...	No Stress at All 1	2	3	Moderate Stress 4	5	6	A Lot of Stress 7
Dealing with co-workers	1	2	3	4	5	6	7
The feeling that different rules apply to different people (e.g., favoritism)	1	2	3	4	5	6	7
Feeling like you always have to prove yourself to the organization	1	2	3	4	5	6	7
Excessive administrative duties	1	2	3	4	5	6	7
Constant changes in policy/legislation	1	2	3	4	5	6	7
Staff shortages	1	2	3	4	5	6	7
Bureaucratic red tape	1	2	3	4	5	6	7
Too much computer work	1	2	3	4	5	6	7
Lack of training on new equipment	1	2	3	4	5	6	7
Perceived pressure to volunteer free time/being “voluntold” to work	1	2	3	4	5	6	7
Dealing with supervisor	1	2	3	4	5	6	7
In the <u>past 6 months</u> , how much stress have you felt from...	No Stress at All 1	2	3	Moderate Stress 4	5	6	A Lot of Stress 7
Inconsistent leadership style	1	2	3	4	5	6	7
Lack of resources	1	2	3	4	5	6	7
Unequal sharing of work responsibilities	1	2	3	4	5	6	7
Worrying that your co-workers will look down on you if you are sick or injured	1	2	3	4	5	6	7
Leaders over-emphasizing the negatives (e.g., supervisor evaluations, public complaints)	1	2	3	4	5	6	7
Internal investigations	1	2	3	4	5	6	7
Dealing with the court system	1	2	3	4	5	6	7
The need to be accountable for doing your job	1	2	3	4	5	6	7
Inadequate equipment	1	2	3	4	5	6	7

7. REDACTED

8. The following items may be used to describe feelings you have about your job as a police officer. Each statement asks you to describe how often you experience a feeling. It does not ask you to judge whether the feeling is desirable or undesirable. This is not an evaluation of your work. It simply asks you to describe, as accurately as you can, your feelings about your work.

Please circle one of the following to indicate how frequently you feel this way.

	Never 0	A few times a year or less 1	Once a month or less 2	A few times a month 3	Once a week 4	A few times a week 5	Everyday 6
I feel I treat some citizens as if they are impersonal objects.	0	1	2	3	4	5	6
I've become more callous toward people since I took this job.	0	1	2	3	4	5	6
I worry that my job is hardening me emotionally.	0	1	2	3	4	5	6
I really don't care what happens to some people.	0	1	2	3	4	5	6
I feel that some citizens blame me for some of their problems.	0	1	2	3	4	5	6

9. A number of statements that people have used to describe themselves are given below. Read the statements below and indicate how you *generally* feel by circling the appropriate option for you.

	Almost Never 1	Sometimes 2	Often 3	Almost Always 4
I am quick tempered.	1	2	3	4
I have a fiery temper.	1	2	3	4
I am a hotheaded person.	1	2	3	4
I get angry when I'm slowed down by others' mistakes.	1	2	3	4
I feel annoyed when I am not given recognition for doing good work.	1	2	3	4
I fly off the handle.	1	2	3	4
When I get mad, I say nasty things.	1	2	3	4
It makes me furious when I am criticized by others.	1	2	3	4
When I get frustrated, I feel like hitting someone.	1	2	3	4
I feel infuriated when I do a good job and get a poor evaluation.	1	2	3	4

10. Please indicate how many times you have experienced each incident in the line of duty over the past 6 months.

How many times in the past year have you...	Never 0	One time 1	Two to five times 2-5	Six or more 6+
Been seriously injured on the job?	0	1	2-5	6+
Made a mistake that led to the serious injury or death of a fellow officer?	0	1	2-5	6+
Been present when a fellow officer was seriously injured?	0	1	2-5	6+
Been threatened with a gun, knife, or other weapon?	0	1	2-5	6+
Been in a situation in which you were required to use force?	0	1	2-5	6+
Been involved in a potentially life-threatening situation?	0	1	2-5	6+
Been involved in a high-speed chase where lives were in danger?	0	1	2-5	6+
Made a mistake that led to the serious injury or death of a bystander?	0	1	2-5	6+
Seen someone dying?	0	1	2-5	6+
Encountered the body of someone recently dead?	0	1	2-5	6+
Made a death notification?	0	1	2-5	6+
Encountered a <u>child</u> that had been sexually assaulted or beaten?	0	1	2-5	6+
Encountered an <u>adult</u> who had been sexually assaulted or beaten?	0	1	2-5	6+
Encountered a <u>child</u> who was severely neglected or in dire need of medical care?	0	1	2-5	6+

11. These items ask what you have been doing to cope with any stress related to your work over the past several months. Don't answer on the basis of whether it seems to be working or not---just whether or not you're doing it.

	I haven't been doing this at all.	I've been doing this a little.	I've been doing this a medium amount	I've been doing this a lot.
	1	2	3	4
I've been turning to work or other activities to take my mind off things.	1	2	3	4
I've been concentrating my efforts on doing something about the situation I am in.	1	2	3	4
I've been saying to myself "this isn't real."	1	2	3	4
I've been using alcohol to make myself feel better.	1	2	3	4
I've been getting emotional support from others.	1	2	3	4
I've been giving up trying to deal with it.	1	2	3	4
I've been taking action to try to make the situation better.	1	2	3	4
I've been refusing to believe that it has happened.	1	2	3	4
I've been saying things to let my unpleasant feelings escape.	1	2	3	4
I've been getting help and advice from other people.	1	2	3	4
I've been using medication to help me get through it.	1	2	3	4
I've been trying to see it in a different light, to make it seem more positive.	1	2	3	4
I've been criticizing myself.	1	2	3	4
I've been trying to come up with a strategy about what to do.	1	2	3	4
I've been getting comfort and understanding from someone.	1	2	3	4
I've been giving up the attempt to cope.	1	2	3	4
I've been looking for something good in what is happening.	1	2	3	4
I've been making jokes about it.	1	2	3	4
I've been doing something to think about it less, such as going to movies, watching TV, reading, daydreaming, sleeping, or shopping.	1	2	3	4
I've been accepting the reality of the fact that it has happened.	1	2	3	4
I've been expressing my negative feelings.	1	2	3	4
I've been trying to find comfort in my religion or spiritual beliefs.	1	2	3	4
I've been trying to get advice from other people about what to do.	1	2	3	4
I've been learning to live with it.	1	2	3	4
I've been thinking hard about what steps to take.	1	2	3	4
I've been blaming myself for things that happened.	1	2	3	4
I've been praying or meditating.	1	2	3	4
I've been making fun of the situation.	1	2	3	4

Thank you for answering these questions. You are almost done!

12. What is your current age? _____

13. What gender do you identify as? Male Female Self-Describe_____

14. What is your marital status? (circle one)

Married Living with a partner Widowed Separated Divorced Never married

15. What is your ethnicity? (circle all that apply)

American Indian Asian or Pacific Islander Black or African-American
White (Caucasian) Latino or Hispanic

Thank you so much for your time.