



Oleoresin Capsicum (Pepper) Spray



October 14, 2013
Revised June 13, 2019

Policy A-HR-20

Purpose: To establish permitted uses of and training for the possession and use of Oleoresin Capsicum (Pepper) Spray.

Policy: No employee will be permitted to carry or use Oleoresin Capsicum Spray (OC), aka Pepper Spray, acquired, purchased, or issued by the Health Department while on duty without training & approval. Employees will be qualified by the Health Department through training and the successful completion of testing at which time they may be approved to carry OC Spray provided by the Health Department, while acting within the scope of their official duties for the Health Department.

Procedure:

I. Issuance/Possession

- A. Employees prior approved to receive training and successfully completing designated OC training and testing may be authorized to receive and carry OC spray while acting in an official capacity during scheduled working hours.

II. Training

- A. Employees desiring to be qualified to carry OC Spray must request permission from their direct supervisor and receive authorization from the District Director (or designee) prior to attending and/or participating in training.

III. Use

- A. Employees are permitted to use OC spray only as permissible by the laws of the Commonwealth of Kentucky and within the corresponding communities and counties comprising the District of the Health Department.
- B. Employees utilizing OC spray outside the scope permitted by law will receive disciplinary action including and up to termination of employment with the agency.
- C. An employee that has resorted to the use of pepper spray in-line with this policy is required to notify their immediate supervisor as soon as practical before leaving the scene and to complete an incident report the next day.
 1. If the immediate supervisor cannot be reached in person or by phone, the employee is directed to contact management following the chain of command as designated on

Tdrive>Departmental>Environmental>Disaster Outbreak
Response>ANNEX B & C Succession of Authority

IV. Rights

- A. The District Director reserves the right to decline access to training and/or issuance of OC Spray to any employee, contractor, or volunteer associated with the Health Department.
- B. The District Director reserves the right to revoke authorization to carry OC Spray at any time, with or without cause, and upon immediate notice.

District Director **Date**

Chairperson, Three Rivers District Board of Health **Date**

Form A-HR-20(A)

TRAINING

Phase 1:

Use of Oleoresin Capsicum (Pepper) Spray Training

- The use of Pepper Spray is detailed in TRD Policy A-HR-20
- Pepper Spray should ONLY be used as a LAST resort, when you feel threatened of injury or death.
- Pepper Spray is an inflammatory agent and its effects can last around 30-45 minutes.
- You should practice in advance and assure you can quickly and easily draw the pepper spray from where you safely store it. Become familiar with the mechanism and safety cover of the spray bottle.
- Your target is the face of your assailant. To account for poor aim, it is usually best to fan it back and forth.
- IF you are forced to utilize your pepper spray, immediately run to safety and/or leave the area.

Participant initials: _____

Phase 2:

First Aid

- If accidental exposure, flush eyes with water. Baby shampoo may also be used to remove the spray residue from face and hair.

Phase 3:

Product use

demonstration

Should you be forced to utilize your pepper spray, report the incident to your Manager on an Incident report immediately.

By signing below, I agree to adhere to the TRDHD policy A-HR-20 and these guidelines above. I recognize that I am fully responsible for use of this spray whether on duty or not.

Employee

Date

Trainer/Witness

Oleoresin Capsicum (Pepper) Spray

- Employees of TRDHD are permitted to carry pepper spray while they carry out their duties for the agency.
- Employees may NOT carry pepper spray until they have completed a demonstration of knowledge of proper use.
- The use of physical force, including pepper spray, is NEVER recommended.
- Whenever you feel threatened or that you are in immediate danger, your FIRST line of defense should be to remove yourself from the danger – LEAVE IMMEDIATELY.

As a LAST RESORT, if you find the need to use pepper spray, the following guidelines should be followed:

- The employee shall immediately notify his/her supervisor
- The employee shall complete an incident report and submit to his/her supervisor
- Aim for the face of your attacker. Pepper spray is designed to be an inflammatory agent of the face.
- Fan the spray back and forth quickly to account for poor aim and run to safety after spraying.
- One step back from the attacker is generally a good position for use.
- Be aware of how your spray works (safety mechanisms, etc) and practice accessing the spray in case it is needed quickly in an emergency.
- Baby shampoo can be used to soothe and remove spray from the face of an individual that has been sprayed. Effects generally last around 30-45 minutes untreated.

Recommended educational materials for reference:

- ❖ HANDS Handbook: Section 8, Home Visitation Safety
- ❖ Commonwealth of Kentucky: Guidance for Work Place Violence Prevention <http://personnel.ky.gov/emprel/keap/workplaceviolencepreventionguide.htm>
- ❖ Adapted with permission from materials developed by Risk Management Services, Northwest Washington Educational Service District 101: Using Verbal De-Escalation
- ❖ KRS 503.050
- ❖ KRS 503.060