

<b>CHAPTER</b> Service Delivery	<b>CHAPTER</b> 02	<b>SECTION</b> 004	<b>SUBJECT</b> 180
<b>SECTION</b> Clinical and Support Services		<b>DESCRIPTION</b> Trauma Informed System of Care	
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**APPLICATION:**

<input checked="" type="checkbox"/> CMH Staff	<input checked="" type="checkbox"/> Board Members	<input checked="" type="checkbox"/> Provider Network	<input checked="" type="checkbox"/> Employment Services Providers
<input type="checkbox"/> Employment Services Provider Agencies	<input checked="" type="checkbox"/> Independent Contractors	<input checked="" type="checkbox"/> Students	<input checked="" type="checkbox"/> Interns
<input checked="" type="checkbox"/> Volunteers	<input checked="" type="checkbox"/> Persons Served		

**POLICY:**

Lapeer County Community Mental Health (LCCMH) addresses trauma in the lives of persons served and staff. The agency promotes a Trauma Informed System of Care across the provider network.

**STANDARDS:**

A. LCCMH has a Trauma Informed System of Care for all ages and across the service spectrum to ensure the following essential elements are provided. Services are delivered within a trauma informed environment.

1. Adoption of Trauma Informed System of Care culture, values, and principles and ensuring safety and preventing trauma triggers. LCCMH delivers trauma informed services in consideration of the following five core values of a Trauma Informed System of Care:
  - a. Safety
  - b. Trustworthiness
  - c. Choice
  - d. Collaboration
  - e. Empowerment

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- B. Screening for trauma exposure and related symptoms for each population.
- C. Trauma-specific services for each population using Evidence Based Practice(s) (EBPs) or evidence informed practice(s) provided in addition to EBPs. See LCCMH Policy 02.004.80 Currently Approved Therapies and Plan for Evaluation/Introduction of Other Therapies.
- D. Adoption of approaches to prevent and address secondary trauma of staff.
- E. LCCMH, through direct service operations and network providers, joins with other community organizations to support the development of a trauma informed community promoting behavioral health and reducing the likelihood of mental illness and substance use disorders.

**PROCEDURES:**

A. Training and Education:

1. LCCMH staff and its Provider Network receive initial trauma informed care training and are provided with ongoing educational opportunities. Training includes understanding trauma, principles of trauma informed care, the impact of trauma on a person's life, strategies to mitigate the impact of trauma, understanding triggers, and caring for self.
2. LCCMH joins community organizations and agencies, to support the development of a trauma informed community promoting healthy environments for children, adults, and their families.
3. LCCMH provides education on recovery and reduction of stigma, which are approaches supported in a trauma informed community. Substance use programming is provided using Substance Abuse and Mental Health Services Administration (SAMHSA) approved, evidence based and trauma informed approaches.
4. Ongoing training is provided to assist in identifying secondary trauma and implementing self-care. Secondary trauma is routinely addressed in supervision. Resources are made available to staff to evaluate the level of secondary trauma, burnout, and compassion fatigue. Debriefing is conducted of trauma specific incidents, see LCCMH Policy 05.003.40 Debriefing after a Traumatic Incident.

B. Assessments/Screenings:

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1. The Trauma Informed Workgroup conducts an organizational self-assessment and updates the Trauma Informed Work Plan every three years. The Workgroup has staff and person served representation from multiple departments. The assessment reviews agency policies and procedures, identifies strengths and barriers, and includes an environmental scan to ensure an environment conducive with Trauma Informed Care System of Care. The results are used to develop the Trauma Informed Work Plan. The Trauma Informed Committee prepares and completes the Michigan Fidelity Assistance Support Team (MIFAST) reviews.
2. LCCMH staff explore the history of trauma in the clinical assessment process. If there are any indications of past or recent trauma, the primary case holder administers a trauma screening tool initially and annually.

#### **DEFINITIONS:**

**Trauma:** individual trauma results from an event, series of events, or set of circumstances experienced by an individual as physically or emotionally harmful or threatening and has lasting adverse effects on the individual's functioning and physical, social, emotional, or spiritual well-being. The overwhelming feelings of terror, horror, and/or helplessness.

**Secondary Trauma:** the emotional duress resulting when a caregiver hears firsthand trauma, is providing daily care or therapy for an individual, and is continuously faced with the behaviors of the traumatized individual. The terms listed below capture elements of this definition but are not all interchangeable with it:

- **Compassion Fatigue:** a less stigmatizing way to describe secondary traumatic stress, has been used interchangeably with the term.
- **Vicarious Trauma:** ongoing process of change over time that results from witnessing or hearing about other people's suffering and need.
- **Burnout:** characterized by emotional exhaustion, depersonalization, and a reduced feeling of personal accomplishment. While it is also work-related, burnout develops as a result of general occupational stress; the term is not used to describe the effects of indirect trauma exposure specifically.

**MIFAST Review:** MIFAST visits provide technical assistance in moving the publicly funded behavioral health system toward ever-improving practice implementation and greater fidelity to individual evidence-based practice models. The focus is on peer led

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technical assistance teams as opposed to a formal site visit or audit.

**REFERENCES:**

LCCMH Policy 02.004.80 Currently Approved Therapies and Plan for Evaluation/Introduction of Other Therapies  
LCCMH Policy 05.003.40 Debriefing after a Traumatic Incident  
MDHHS/CMHSP Managed Mental Health Supports and Services Contract: FY20 Attachment 7.10.6.1

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