



# SAN JOSE POLICE DEPARTMENT

---

## TRAINING BULLETIN

**TO: ALL DEPARTMENT PERSONNEL**

**FROM:** Anthony Mata  
Chief of Police

**SUBJECT: SUBSTANCE ABUSE**

**DATE:** July 27, 2022

---

Bulletin #2022-021

---

The Police Department is committed to your wellbeing and health. Due to environmental stressors and job-related pressures or trauma it is not unusual for those in the law enforcement community to turn to alcohol or drugs to relax or cope. However, this could lead to substance abuse. In fact, substance use disorders among police officers are estimated to range between 20% and 30% as compared to under 10% in the general population.<sup>1</sup>

Substance abuse may manifest in response to numerous issues including, but not limited to:<sup>2</sup>

- Stress
- Anxiety
- Depression
- Trauma
- Threats
- Physical Pain
- Difficulty Sleeping or Waking
- Other Physical or Psychological Issues

Substance use disorders may be treated with early intervention, treatment, and ongoing management.<sup>3</sup> However, the most important factor is early intervention. Being aware of your teammates and partners, looking out for signs of substance abuse, and bringing it to the attention of a supervisor is paramount in ensuring everyone's wellbeing. Some signs of substance abuse include, but are not limited to:<sup>4 5</sup>

- Drop in attendance and performance at work
- Changes in appetite or sleep patterns
- Deterioration of physical appearance or personal grooming habits
- Unusual smells on breath, body, or clothing
- Sudden weight loss or weight gain
- Tremors, slurred speech, or impaired coordination
- Engaging in secretive or suspicious behaviors
- Sudden changes in friends, favorite hangouts, and hobbies
- Unexplained need for money or financial problems
- Appearing fearful, anxious, or paranoid, with no reason
- Lack of motivation or energy

---

<sup>1</sup> <https://www.psychologytoday.com/us/blog/sure-recovery/201803/police-and-addiction>

<sup>2</sup> <https://law.siu.edu/common/documents/law-journal/articles-2016/spring-2016/12%20-%20Miller%20-%20sm.pdf>

<sup>3</sup> <https://www.ncbi.nlm.nih.gov/books/NBK424859/>

<sup>4</sup> <https://www.mayoclinic.org/diseases-conditions/drug-addiction/symptoms-causes/syc-20365112>

<sup>5</sup> <https://www.mentalhealth.gov/what-to-look-for/mental-health-substance-use-disorders>

**ALL DEPARTMENT PERSONNEL**

**SUBJECT: SUBSTANCE ABUSE**

July 27, 2022

Page 2

- Sudden mood swings, increased irritability, or angry outbursts
- Unexplained changes in personality or attitude

Department members are reminded of the following Duty Manual and City Policy Manual sections:

- Department members may not report to work under the influence of alcohol or drugs, exhibit symptoms of alcohol or drug use while at work, use or consume alcohol or drugs while at work, or possess alcohol or drugs while at work (Duty Manual sections C 1412, C 1413, and [City Policy Manual section 1.4.2](#)).
- Any Department member who is under the influence of any substance which impairs the mental or physical ability of such member to perform their assigned duties is considered unfit for duty (Duty Manual section C 1413).
- Department members may not consume intoxicants in a public place to the extent that they are unable to care for themselves and/or become discourteous (Duty Manual section C 1442).
- Department members may not use any marijuana, illegal drugs, or narcotics even while off duty (Duty Manual section C 1413).
- If you are intoxicated or unable to perform your duties, you are obligated to immediately report this to a superior officer (Duty Manual section C 1414 and City Policy Manual section 1.4.2).
- If you believe another Department member is intoxicated or unable to perform their duties, you are obligated to immediately report this to a superior officer (Duty Manual section C 1402).
- Department members who are believed to be under the influence alcohol or drugs may be requested to submit to an alcohol or drug analysis; refusal to submit constitutes insubordination (City Policy Manual section 1.4.2).

Department members should remember that drinking a large quantity of alcohol the night before work could create an environment where one's blood alcohol content is such that they are still intoxicated, even if one has not consumed alcohol for several hours.

**As a reminder, the Crisis Management Unit, Chaplains, and Peer Support are available 24-hours a day.**



Anthony Mata  
Chief of Police

AM:SD