



NATIONAL WELLNESS SURVEY FOR PUBLIC SAFETY PERSONNEL

DATA SUMMARY

COMMONWEALTH OF VIRGINIA
Commonwealth of Virginia

JANUARY 2022

PREPARED BY THE U.S. MARSHALS SERVICE BEHAVIORAL ANALYSIS UNIT

SURVEY OVERVIEW

The U.S. Marshals Service and Nova Southeastern University are conducting a national survey to assess the impact of public safety work on individual well-being. Given their repeated exposure to potentially traumatic events, there is an overwhelming need to address the wellness of public safety professionals.

The following data are from the Commonwealth of Virginia, where 2,635 out of 13,261 individuals (20%) completed the survey.



EXPOSURE TO TRAUMA

Respondents were asked to report on **exposure to various types of trauma** and whether they experienced that trauma within their professional life (i.e., public safety role), personal life, or not at all. If positively endorsed, they were also asked to report the frequency and recency of the trauma.

Below is a summary of the percentage of respondents who reported each type of traumatic experience **within the scope of their professional duties**. State-level scores are compared to the averages of agencies from other states, which are designated by orange markers.

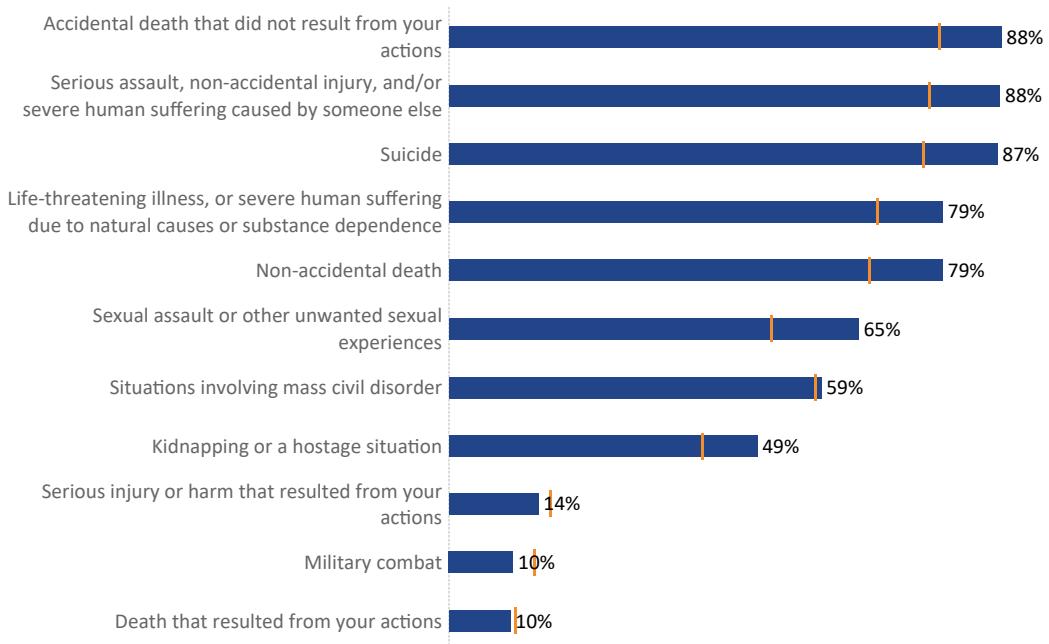


Figure 1. Percentage of Respondents Reporting Each Type of Traumatic Experience Within the Scope of Their Professional Duties

EXPOSURE TO TRAUMA

Later in the survey, respondents are asked to consider the most stressful event or experience they have encountered in their lifetimes and to classify that event into one of the categories listed above. The most commonly endorsed category of their worst life event was **accidental death not from your actions** (27%).

STRESS & STRESS MANAGEMENT

Respondents were asked to report which **stressors in their professional life** they experienced within the past year. The following are the most commonly endorsed professional stressors.

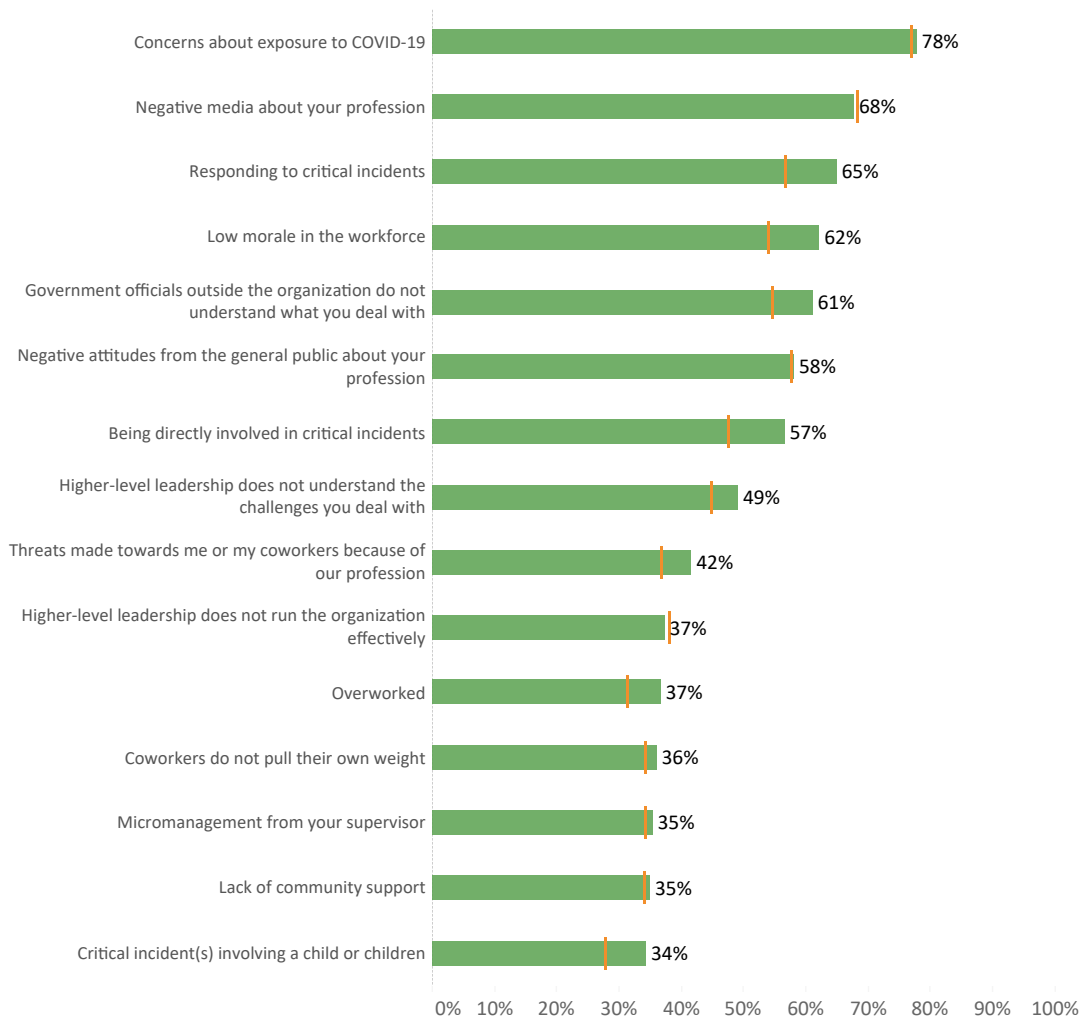


Figure 2. Percentage of Respondents Who Endorsed Each of the Experienced Professional Stressors

STRESS & STRESS MANAGEMENT

Respondents were asked to report which **stressors in their personal life** they experienced within the past year. The following are the most commonly endorsed personal stressors.

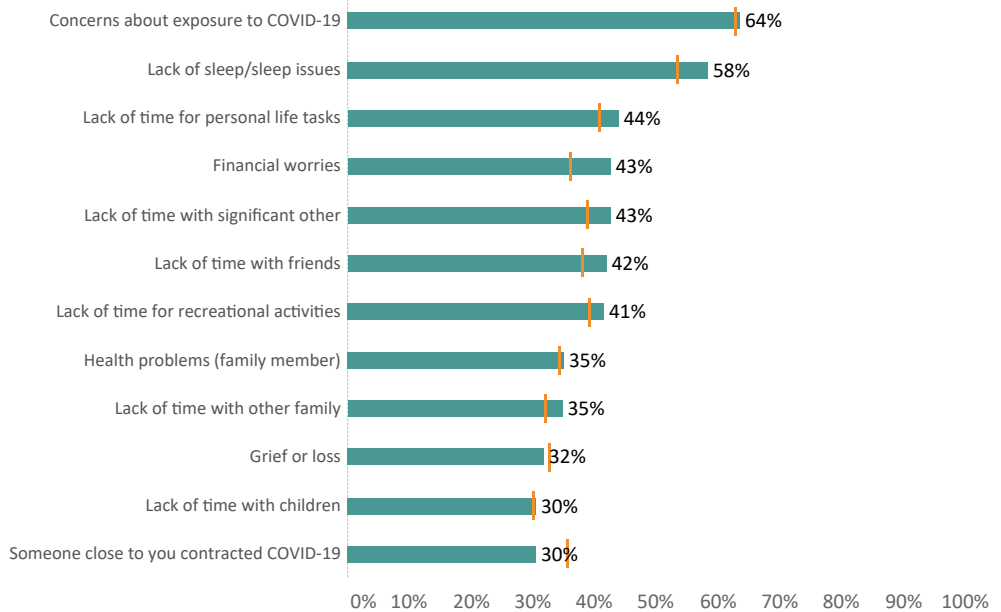


Figure 3. Percentage of Respondents Who Endorsed Each of the Experienced Personal Stressors

When asked which **activities they engage in to counteract the effects of stress**, those listed below were the most commonly reported by respondents.

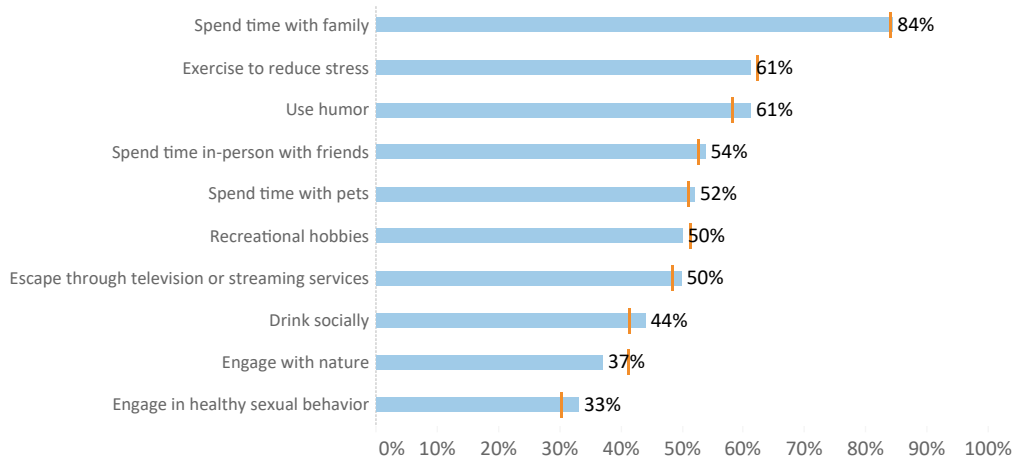


Figure 4. Percentage of Respondents Who Endorsed Each of the Activities to Counteract the Effects of Stress

HEALTH & WELL-BEING

Respondents were asked to report on their access to and interest in engaging with behavioral health resources. Below is an overview of how many respondents have **utilized behavioral health resources** either offered within the department or found elsewhere due to professional reasons.

Resource	Within Department		Outside Department	
	State	Average	State	Average
Doctoral-level psychologist or non-doctoral-level counselor	17%	16%	10%	11%
Psychiatrist	6%	5%	7%	6%
Peer Support Team member	16%	16%	N/A	
Chaplain, clergy, or other spiritual services	8%	6%	8%	8%
Primary care physician or practitioner	N/A		12%	11%

Further, respondents were asked why they may have been **reluctant to seek behavioral health resources** in the past. Of individuals who expressed they were interested in seeking help at some point, these were the most common reasons for not doing so:

- 1 I wanted to handle it on my own
- 2 Fears it would impact my career, future employment, or security clearance
- 3 Concerns about confidentiality
- 4 Stigma - concerns I'd appear weak
- 5 It's the way I am - I don't ask for help
- 6 I just keep putting it off

Respondents completed well-recognized and validated mental health instruments, used either in their original or somewhat modified form, to help researchers gain an understanding of **how public safety work may be impacting their current well-being**. It is important to note these are provisional assessments based on self-reported data and should not be interpreted as formal diagnoses.

TURNOVER

The following data represent responses to the item, *"In the next few years, I intend to leave my public safety job prematurely due to work stressors."* On average, 17% of respondents agreed with this item.



HEALTH & WELL-BEING

DEPRESSION & ANXIETY

42% of respondents some degree of depression from the Patient Health Questionnaire (PHQ-9). **44%** of respondents indicated some degree of anxiety based on results from the Generalized Anxiety Disorder Assessment (GAD-7).

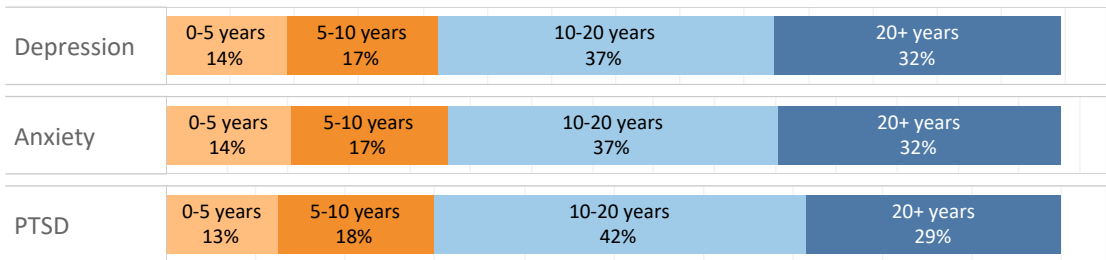
	State	Average		State	Average
Mild Depression	23%	21%	Mild Anxiety	24%	22%
Moderate Depression	10%	9%	Moderate Anxiety	11%	9%
Moderately Severe Depression	6%	5%	Severe Anxiety	9%	7%
Severe Depression	3%	3%			

POST-TRAUMATIC STRESS DISORDER

- **12%** of respondents received scores representing clinical significance on the PTSD Checklist (PCL-5), indicating the individual may benefit from PTSD treatment. The average score for other states is 12%.
- **56%** of respondents (compared to an average of 53%) reported being bothered by a stressful event or experience within the past month.

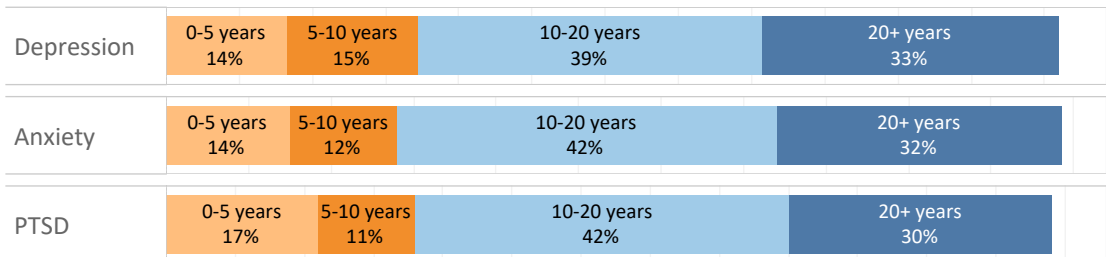
Sworn Law Enforcement

Of the **Sworn Officers** signifying possible depression, anxiety, and/or PTSD, indicated below is the a..



Fire & Rescue

Of the **Fire & Rescue** personnel signifying possible depression, anxiety, and/or PTSD, indicated below is the average time spent in the profession.



HEALTH & WELL-BEING

Dispatch

Of the **Dispatchers** signifying possible depression, anxiety, and/or PTSD, indicated below is the average time spent in the profession.

Depression	0-5 years 22%	5-10 years 20%	10-20 years 37%	20+ years 20%
Anxiety	0-5 years 23%	5-10 years 24%	10-20 years 37%	20+ years 16%
PTSD	0-5 years 31%	5-10 years 27%	10-20 years 31%	20+ years 11%

ALCOHOL ABUSE

21% of respondents received a score representing potential problems with alcohol abuse based on results from the Substance Abuse Screening Tool (CAGE), compared to 19% on average.

12% of respondents selected "*drink to numb the pain/stress*" as a way to counteract the effects of work stress.

SECONDARY TRAUMATIC STRESS

The most commonly endorsed items from the Secondary Traumatic Stress Scale (STSS) include thinking about work when not intending to (**73%**), being easily annoyed (**62%**), and feeling discouraged about the future (**51%**). Respondents were asked to only endorse items they experienced within the past two weeks.

SUICIDAL IDEATION

Respondents completed select items from the Columbia-Suicide Severity Rating Scale (C-SSRS) to identify potential risk for suicide by assessing passive and active suicidal ideation, as well as suicidal behavior.

- **8%** of individuals reported experiencing thoughts of **passive suicidal ideation**, which represents thoughts of suicide or self-harm but no plan to carry it out (7% average).
- When passive suicidal ideation was broken out by profession, 7% of sworn law enforcement, 10% of fire & rescue, and 13% of dispatchers endorsed the item.
- **4%** reported experiencing thoughts of **active suicidal ideation**, which represents thoughts of suicide or self-harm and a plan to carry it out (4% average).
- When active suicidal ideation was broken out by profession, 3% of sworn law enforcement, 6% of fire & rescue, and 6% of dispatchers endorsed the item.



National Wellness Survey for Public Safety Personnel

Data Summary for the Commonwealth of Virginia

MENTAL HEALTH DIAGNOSES

Of respondents who received scores representing clinical significance for depression, anxiety, and PTSD, how many have been formally diagnosed by a professional?

SWORN LAW ENFORCEMENT

- For **depression**, **69%** have not been formally diagnosed with a depressive disorder
- For **anxiety**, **74%** have not been formally diagnosed with an anxiety disorder
- For those who may benefit from **PTSD** treatment, **73%** have not been formally diagnosed with PTSD

FIRE & RESCUE

- For **depression**, **44%** have not been formally diagnosed with a depressive disorder
- For **anxiety**, **57%** have not been formally diagnosed with an anxiety disorder
- For those who may benefit from **PTSD** treatment, **52%** have not been formally diagnosed with PTSD

DISPATCH

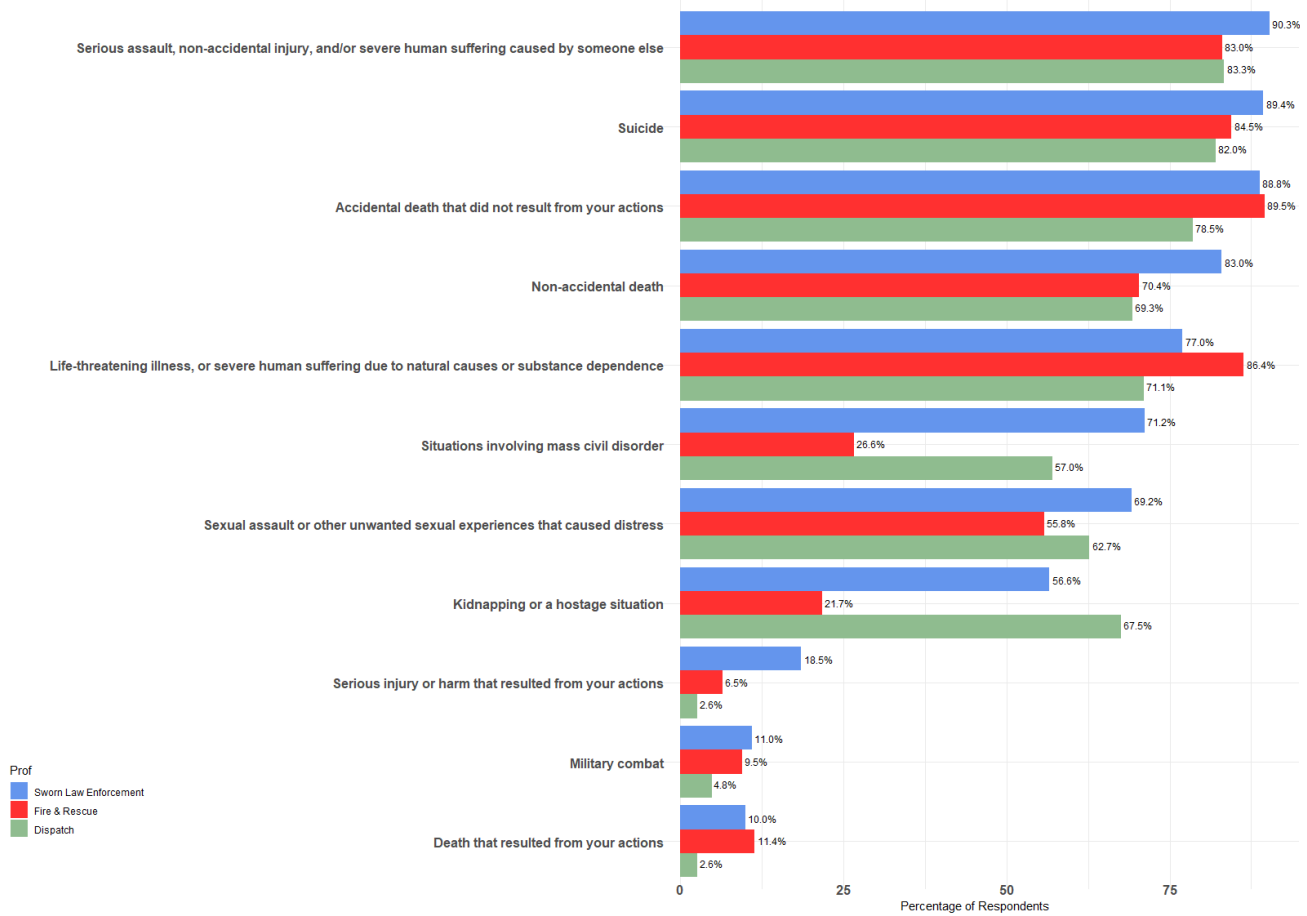
- For **depression**, **51%** have not been formally diagnosed with a depressive disorder
- For **anxiety**, **48%** have not been formally diagnosed with an anxiety disorder
- For those who may benefit from **PTSD** treatment, **61%** have not been formally diagnosed with PTSD



EXPOSURE TO TRAUMA

EXPOSURE TO TRAUMATIC EXPERIENCES ACROSS PROFESSIONS

The chart below summarizes the percentage of respondents from each profession with some form of exposure to each of the trauma categories.





EXPOSURE TO TRAUMATIC EXPERIENCES ACROSS PROFESSIONS (CONT.)

The table below breaks down the exposure to trauma by profession by displaying the form of exposure within each trauma category, providing a more detailed picture of which profession is most exposed.

Form of Exposure	Sworn Law Enforcement	Fire & Rescue (Professional)	Public Safety Communications
Accidental death that did not result from your actions			
Happened to someone close to you	62%	62%	51%
Witnessed as it was taking place	57%	62%	62%
Exposed after it happened	87%	87%	72%
Suicide			
Happened to someone close to you	65%	65%	59%
Witnessed as it was taking place	67%	54%	72%
Exposed after it happened	87%	83%	74%
Non-Accidental Death			
Happened to someone close to you	49%	36%	34%
Witnessed as it was taking place	41%	27%	40%
Exposed after it happened	81%	70%	63%
Serious assault, non-accidental injury, severe human suffering caused by someone else			
Happened to you	46%	33%	28%
Happened to someone close to you	63%	44%	49%
Witnessed as it was taking place	67%	49%	70%
Exposed after it happened	89%	83%	77%
Death that resulted from your actions			
Happened to you	8%	7%	3%
Serious injury or harm that resulted from your actions			
Happened to you	18%	5%	5%
Sexual assault or other unwanted sexual experiences			
Happened to you	11%	13%	14%
Happened to someone close to you	17%	19%	16%
Witnessed as it was taking place	14%	9%	24%
Exposed after it happened	68%	53%	62%
Life-threatening illness, severe human suffering; natural causes or substance dependence			
Happened to you	37%	48%	30%
Happened to someone close to you	53%	68%	50%
Otherwise exposed	74%	84%	70%
Kidnapping or a hostage situation			
Happened to you	6%	4%	6%
Happened to someone close to you	3%	3%	4%
Witnessed as it was taking place	38%	14%	51%
Exposed after it happened	54%	21%	58%
Situations involving mass civil disorder			
Happened to you	59%	16%	28%
Happened to someone close to you	62%	20%	47%
Witnessed as it was taking place	61%	23%	51%
Exposed after it happened	59%	23%	50%
Military combat			
Direct engagement	7%	5%	2%
Direct engagement possible	10%	7%	3%
Saw or heard combat	9%	8%	3%
Exposed after it happened	9%	7%	5%



ASSOCIATION BETWEEN EXPOSURE TO TRAUMATIC EXPERIENCES & RISK FACTORS

The tables that follow show the statistical association between *form of exposure* to traumatic experiences for each profession and the following risk factors:

- Clinically significant scores for *depression, anxiety, PTSD*
- Disclosure of either *passive or active suicidal ideation*
- Agreement with the statement, "*In the next few years, I intend to leave my public safety job prematurely due to work stressors*"

The values in these tables and similar tables in this report can be interpreted as:

- Those with an absolute value *below 0.100* can be considered to have a *negligible association*
- Those *between 0.100 and 0.200* can be considered to have a *weak association*
- Those *between 0.200 and 0.400* can be considered to have a *moderate association*
- Those *between 0.400 and 0.600* can be considered to have a *relatively strong association*
- *Gray cells* indicate the association was *not statistically significant*

Darker red cells represent a stronger association, while lighter ones show a weaker association. A stronger association indicates that respondents selecting the stressor are more likely to have a clinically significant score or are more likely to disclose suicidal ideation, etc. The darkest green cells represent a stronger association with risk factors in a positive way (e.g., associated with respondents with scores below clinical significance). Cells in gray indicate a lack of statistical significance, which can partly result from limited data availability.

Tests of statistical significance show, with some degree of confidence, whether a relationship exists between variables; however, they do not reflect the strength of that relationship. Measures of association (in this case, Cramér's *V*) are useful as a descriptive tool to indicate the strength of a relationship between two or more variables and as qualifying devices for determining if certain findings merit reporting. The possible values for these measures of association range from 0 to 1, where 0 represents no association and 1 represents a perfect association.¹

¹ Rea, L. M., & Parker, R. A. (2005). *Designing and conducting survey research: A comprehensive guide*. San Francisco: Jossey-Bass Publishers.



ASSOCIATION BETWEEN EXPOSURE TO TRAUMATIC EXPERIENCES & RISK FACTORS (CONT.)

SWORN LAW ENFORCEMENT

Form of Exposure	Depression	Anxiety	PTSD	Suicide	Leave Job
Accidental death that did not result from your actions					
Happened to someone close to you	0.054	0.093	0.097	0.001	0.083
Witnessed as it was taking place	0.095	0.077	0.110	0.012	0.096
Exposed after it happened	0.065	0.060	0.058	0.019	0.047
Suicide					
Happened to someone close to you	0.105	0.093	0.103	0.092	0.067
Witnessed as it was taking place	0.080	0.106	0.071	0.048	0.052
Exposed after it happened	0.036	0.063	0.011	0.039	0.035
Non-Accidental Death					
Happened to someone close to you	0.036	0.050	0.022	0.002	0.082
Witnessed as it was taking place	0.051	0.065	0.062	0.029	0.075
Exposed after it happened	0.031	0.062	0.002	0.041	0.039
Serious assault, non-accidental injury, severe human suffering caused by someone else					
Happened to you	0.076	0.100	0.117	0.041	0.071
Happened to someone close to you	0.086	0.109	0.085	0.051	0.117
Witnessed as it was taking place	0.086	0.093	0.082	0.026	0.070
Exposed after it happened	0.015	0.062	0.024	0.041	0.018
Death that resulted from your actions					
Happened to you	0.024	0.046	0.053	0.025	0.049
Serious injury or harm that resulted from your actions					
Happened to you	0.029	0.090	0.100	0.044	0.087
Sexual assault or other unwanted sexual experiences					
Happened to you	0.033	0.062	0.107	0.054	0.110
Happened to someone close to you	0.032	0.047	-0.005	0.034	0.071
Witnessed as it was taking place	0.035	0.022	0.078	0.024	0.070
Exposed after it happened	0.002	0.038	-0.022	0.071	0.016
Life-threatening illness, severe human suffering; natural causes or substance dependence					
Happened to you	0.035	0.037	0.064	0.046	0.076
Happened to someone close to you	0.072	0.092	0.078	0.082	0.105
Otherwise exposed	0.022	0.089	0.029	0.050	0.068
Kidnapping or a hostage situation					
Happened to you	0.006	-0.009	0.021	-0.020	0.019
Happened to someone close to you	0.009	0.100	0.016	0.023	0.065
Witnessed as it was taking place	0.034	0.063	0.057	0.022	0.064
Exposed after it happened	0.036	0.082	0.050	0.037	0.051
Situations involving mass civil disorder					
Happened to you	0.080	0.071	0.103	0.022	0.071
Happened to someone close to you	0.048	0.083	0.084	0.017	0.084
Witnessed as it was taking place	0.061	0.090	0.103	-0.005	0.067
Exposed after it happened	0.065	0.079	0.092	0.018	0.085
Military combat					
Direct engagement	0.011	0.003	0.038	0.002	0.019
Direct engagement possible	0.038	-0.003	0.053	0.029	0.023
Saw or heard combat	0.039	0.013	0.062	0.022	0.013
Exposed after it happened	0.053	0.007	0.067	0.021	0.025



ASSOCIATION BETWEEN EXPOSURE TO TRAUMATIC EXPERIENCES & RISK FACTORS (CONT.)

FIRE & RESCUE

Form of Exposure	Depression	Anxiety	PTSD	Suicide	Leave Job
Accidental death that did not result from your actions					
Happened to someone close to you	0.015	0.102	0.088	0.064	0.086
Witnessed as it was taking place	0.029	0.092	0.076	0.042	0.076
Exposed after it happened	0.023	0.077	-0.005	0.013	0.050
Suicide					
Happened to someone close to you	0.077	0.087	0.078	0.079	0.153
Witnessed as it was taking place	0.072	0.119	0.009	0.074	0.098
Exposed after it happened	0.032	0.077	0.003	0.014	0.052
Non-Accidental Death					
Happened to someone close to you	0.062	0.117	0.031	0.040	0.073
Witnessed as it was taking place	-0.015	0.072	0.037	-0.022	0.078
Exposed after it happened	0.054	0.124	-0.017	0.066	0.062
Serious assault, non-accidental injury, severe human suffering caused by someone else					
Happened to you	0.096	0.145	0.077	0.137	0.152
Happened to someone close to you	0.076	0.092	0.048	0.096	0.143
Witnessed as it was taking place	-0.005	0.031	-0.013	0.027	0.027
Exposed after it happened	0.009	0.016	-0.057	0.045	0.024
Death that resulted from your actions					
Happened to you	0.012	0.019	-0.033	0.110	0.010
Serious injury or harm that resulted from your actions					
Happened to you	0.061	0.095	0.011	0.069	0.107
Sexual assault or other unwanted sexual experiences					
Happened to you	0.099	0.083	0.082	0.073	0.152
Happened to someone close to you	0.028	0.064	0.116	0.056	0.079
Witnessed as it was taking place	0.122	0.081	0.163	0.116	0.129
Exposed after it happened	0.060	-0.002	0.024	-0.023	0.019
Life-threatening illness, severe human suffering; natural causes or substance dependence					
Happened to you	0.058	0.094	0.014	0.017	0.147
Happened to someone close to you	0.052	0.091	0.061	0.042	0.081
Otherwise exposed	0.020	0.049	0.019	-0.023	0.005
Kidnapping or a hostage situation					
Happened to you	0.023	0.023	0.003	-0.017	0.007
Happened to someone close to you	0.017	0.039	-0.035	-0.023	0.022
Witnessed as it was taking place	-0.042	0.023	-0.021	-0.013	0.038
Exposed after it happened	-0.053	-0.015	-0.061	-0.034	0.027
Situations involving mass civil disorder					
Happened to you	-0.016	-0.014	-0.053	-0.076	0.047
Happened to someone close to you	-0.026	-0.013	-0.050	-0.073	0.070
Witnessed as it was taking place	-0.017	-0.007	-0.013	-0.042	0.063
Exposed after it happened	-0.005	0.002	-0.061	-0.065	0.077
Military combat					
Direct engagement	-0.001	0.016	-0.003	-0.012	0.024
Direct engagement possible	-0.039	-0.008	-0.069	-0.013	0.035
Saw or heard combat	-0.017	-0.005	-0.033	-0.011	0.038
Exposed after it happened	-0.015	-0.003	-0.033	-0.028	0.057



DISPATCH

Form of Exposure	Depression	Anxiety	PTSD	Suicide	Leave Job
Accidental death that did not result from your actions					
Happened to someone close to you	0.057	0.114	0.173	0.028	-0.093
Witnessed as it was taking place	0.134	0.139	0.087	0.075	0.017
Exposed after it happened	0.139	0.145	0.095	0.101	0.005
Suicide					
Happened to someone close to you	0.112	0.132	0.074	0.090	-0.087
Witnessed as it was taking place	0.126	0.208	-0.015	0.155	0.059
Exposed after it happened	0.130	0.163	-0.074	0.160	0.086
Non-Accidental Death					
Happened to someone close to you	-0.018	0.061	-0.012	-0.035	-0.127
Witnessed as it was taking place	0.183	0.140	0.142	0.094	-0.025
Exposed after it happened	0.191	0.271	0.113	0.090	0.031
Serious assault, non-accidental injury, severe human suffering caused by someone else					
Happened to you	0.224	0.236	0.188	0.017	0.026
Happened to someone close to you	0.152	0.197	0.181	0.064	0.040
Witnessed as it was taking place	0.151	0.189	0.091	0.015	0.028
Exposed after it happened	0.088	0.111	0.095	0.069	-0.040
Death that resulted from your actions					
Happened to you	0.077	0.082	-0.021	0.105	0.181
Serious injury or harm that resulted from your actions					
Happened to you	0.056	0.055	0.036	0.085	0.003
Sexual assault or other unwanted sexual experiences					
Happened to you	0.056	0.109	0.103	0.031	-0.017
Happened to someone close to you	0.001	0.087	-0.016	-0.022	0.002
Witnessed as it was taking place	0.124	0.219	0.180	-0.002	0.016
Exposed after it happened	0.161	0.256	0.056	-0.022	0.021
Life-threatening illness, severe human suffering; natural causes or substance dependence					
Happened to you	0.154	0.122	0.107	0.076	0.085
Happened to someone close to you	0.184	0.203	0.038	0.057	0.129
Otherwise exposed	0.136	0.171	-0.006	0.095	0.135
Kidnapping or a hostage situation					
Happened to you	-0.069	-0.089	-0.158	0.012	0.113
Happened to someone close to you	0.025	0.064	-0.030	-0.022	-0.089
Witnessed as it was taking place	0.190	0.240	0.148	0.101	0.096
Exposed after it happened	0.157	0.217	0.162	0.025	0.092
Situations involving mass civil disorder					
Happened to you	0.001	0.039	0.064	-0.030	-0.020
Happened to someone close to you	0.120	0.096	0.054	0.100	0.100
Witnessed as it was taking place	0.175	0.139	0.023	0.035	0.154
Exposed after it happened	0.184	0.164	0.069	0.112	0.182
Military combat					
Direct engagement	-0.058	-0.002	-0.054	0.060	-0.050
Direct engagement possible	-0.083	-0.062	-0.054	0.008	-0.072
Saw or heard combat	-0.083	-0.062	-0.054	0.008	-0.072
Exposed after it happened	0.042	-0.019	0.036	0.021	-0.042



PROFESSIONAL STRESSORS

PROFESSIONAL STRESSORS ACROSS PROFESSIONS

An examination of the differences among **professional stressors** selected by the three most abundant public safety roles in the survey showed the following observations of interest in order of significance:

SWORN LAW ENFORCEMENT

- Selected **significantly more** often than the other professions:
 - 1) Negative media about your profession
 - 2) Negative attitudes from the general public about your profession
 - 3) Threats made towards me or my coworkers because of our profession
 - 4) Lack of community support
 - 5) Government officials outside of the organization do not understand what you deal with
 - 6) Negative media about a specific incident you were involved in
 - 7) Higher-level leadership does not enable you to do your job effectively
 - 8) Inadequate equipment/resources
 - 9) Inadequate or an insufficient amount of training
 - 10) Responding to critical incidents
- Selected **significantly less** often than the other professions:
 - 1) Lack of closure regarding critical incidents in which I had a role
 - 2) Difficulty relating to your coworkers
 - 3) Critical incidents involving a child or children
 - 4) Sleep disruption while on call
 - 5) A coworker's difficult circumstances have worsened the stress of others in the workplace

FIRE & RESCUE

- Selected **significantly more** often than the other professions:
 - 1) Sleep disruption while on call
 - 2) Responding to critical incidents
- Selected **significantly less** often than the other professions:
 - 1) Negative media about your profession
 - 2) Negative attitudes from the general public about your profession
 - 3) Threats made towards me or my coworkers because of our profession
 - 4) Lack of community support
 - 5) Government officials outside of the organization do not understand what you deal with
 - 6) Inadequate equipment/resources
 - 7) Negative media about a specific incident you were involved in
 - 8) Inadequate or an insufficient amount of training

DISPATCH

- Selected **significantly more** often than the other professions:
 - 1) Lack of closure regarding critical incidents in which I had a role
 - 2) Lack of control or inability to protect someone during a critical incident
 - 3) A coworker's difficult circumstances have worsened the stress of others in the workplace
 - 4) Coworkers do not pull their own weight
 - 5) Lack of promotion potential
 - 6) Critical incidents involving a child or children

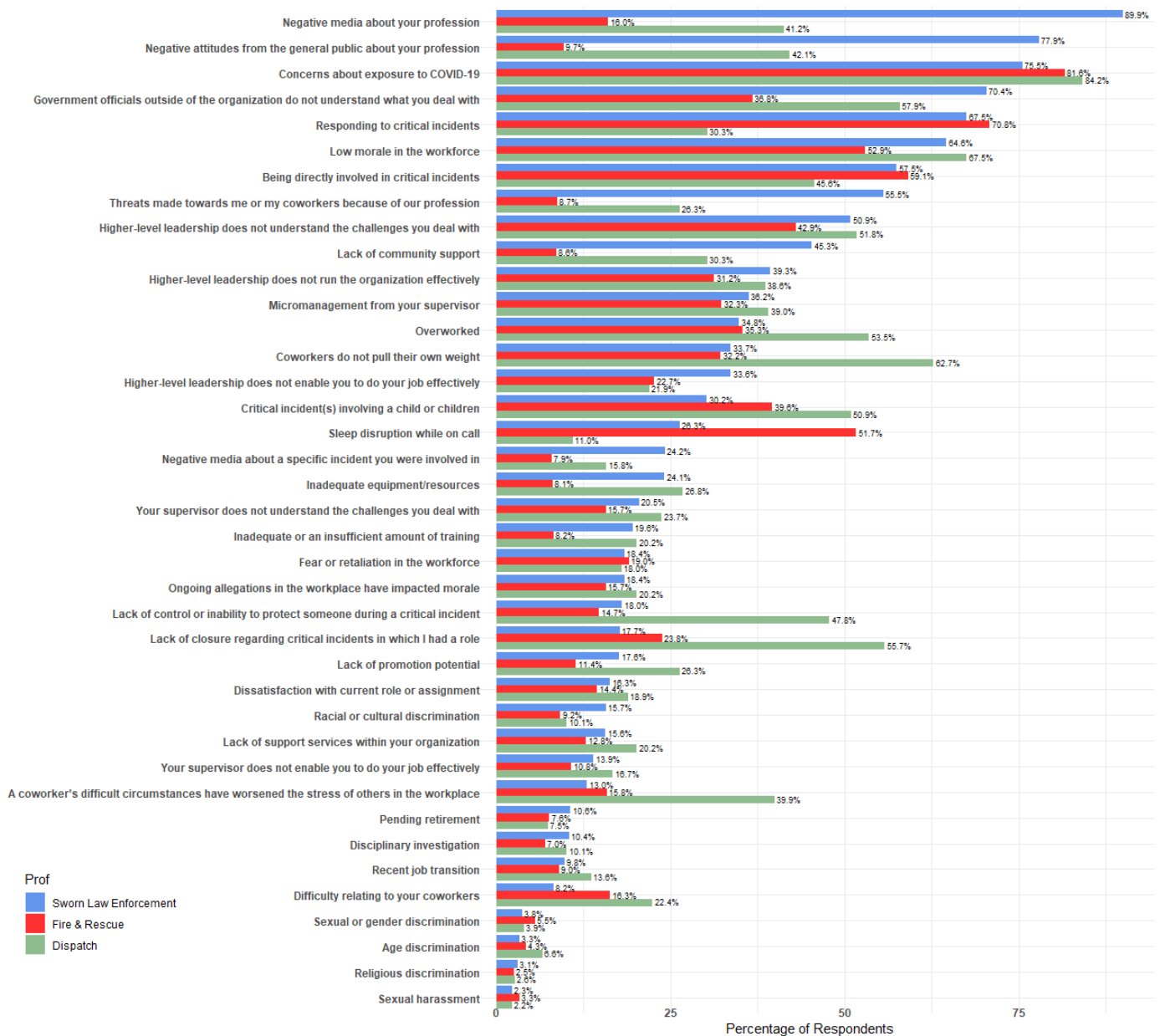


PROFESSIONAL STRESSORS ACROSS PROFESSIONS (CONT.)

- Selected **significantly less** often than the other professions:
 - 1) Responding to critical incidents
 - 2) Negative media about your profession
 - 3) Sleep disruption while on call
 - 4) Negative attitudes from the general public about your profession

PROFESSIONAL STRESSORS & RISK FACTORS

The chart below summarizes the percentage of respondents that endorsed each professional stressor as something they had to deal with in the past year.





PROFESSIONAL STRESSORS & RISK FACTORS (CONT.)

The tables below show the strength of association between each professional stressor and the risk factors for each profession.

SWORN LAW ENFORCEMENT

Professional Stressor	Depression	Anxiety	PTSD	Suicide	Leave
Overworked	0.176	0.246	0.201	0.095	0.189
Lack of support services within your organization	0.205	0.213	0.200	0.116	0.178
Threats made towards me or my coworkers because of our profession	0.109	0.212	0.155	0.107	0.148
Fear or retaliation in the workforce	0.138	0.201	0.200	0.095	0.212
Your supervisor does not understand the challenges you deal with	0.135	0.187	0.202	0.151	0.208
Dissatisfaction with current role or assignment	0.181	0.179	0.205	0.092	0.178
Low morale in the workforce	0.139	0.188	0.142	0.112	0.204
Higher-level leadership does not run the organization effectively	0.155	0.139	0.151	0.120	0.199
A coworker's difficult circumstances have worsened the stress of others in the workplace	0.166	0.198	0.175	0.063	0.119
Difficulty relating to your coworkers	0.161	0.195	0.168	0.151	0.121
Lack of closure regarding critical incidents in which I had a role	0.157	0.193	0.182	0.095	0.097
Higher-level leadership does not enable you to do your job effectively	0.139	0.152	0.132	0.099	0.184
Higher-level leadership does not understand the challenges you deal with	0.131	0.161	0.129	0.086	0.179
Ongoing allegations in the workplace have impacted morale	0.099	0.148	0.124	0.083	0.172
Inadequate equipment/resources	0.131	0.172	0.158	0.122	0.142
Coworkers do not pull their own weight	0.096	0.169	0.113	0.094	0.103
Negative media about a specific incident you were involved in	0.144	0.167	0.119	0.036	0.111
Lack of community support	0.134	0.164	0.123	0.110	0.158
Disciplinary investigation	0.123	0.161	0.098	0.059	0.116
Your supervisor does not enable you to do your job effectively	0.117	0.134	0.148	0.061	0.159
Inadequate or an insufficient amount of training	0.135	0.141	0.159	0.083	0.125
Lack of control or inability to protect someone during a critical incident	0.136	0.157	0.086	0.019	0.095
Micromanagement from your supervisor	0.124	0.151	0.147	0.060	0.150
Government officials outside of the organization do not understand what you deal with	0.111	0.148	0.080	0.077	0.119
Being directly involved in critical incidents	0.088	0.135	0.088	0.027	0.071
Lack of promotion potential	0.131	0.128	0.085	0.078	0.106
Negative attitudes from the general public about your profession	0.065	0.125	0.126	0.069	0.105
Critical incident(s) involving a child or children	0.091	0.124	0.087	0.034	0.066
Sleep disruption while on call	0.120	0.123	0.119	0.051	0.120
Sexual harassment	0.043	0.119	0.092	0.000	0.069
Responding to critical incidents	0.045	0.117	0.081	0.018	0.082
Sexual or gender discrimination	0.068	0.110	0.056	0.070	0.089
Racial or cultural discrimination	0.055	0.071	0.078	0.068	0.108
Religious discrimination	0.100	0.054	0.074	0.076	0.073
Negative media about your profession	0.038	0.091	0.035	0.045	0.091
Age discrimination	0.068	0.021	0.088	0.009	0.027
Concerns about exposure to COVID-19	0.035	0.062	0.033	0.042	0.015
Recent job transition	0.020	0.008	0.005	0.051	0.016
Pending retirement	-0.009	-0.036	-0.050	0.000	0.034



PROFESSIONAL STRESSORS & RISK FACTORS (CONT.)

FIRE & RESCUE

Professional Stressor	Depression	Anxiety	PTSD	Suicide	Leave
Dissatisfaction with current role or assignment	0.279	0.265	0.135	0.179	0.281
Fear or retaliation in the workforce	0.199	0.255	0.274	0.207	0.166
Your supervisor does not understand the challenges you deal with	0.153	0.227	0.264	0.106	0.210
Lack of closure regarding critical incidents in which I had a role	0.228	0.240	0.190	0.092	0.259
Higher-level leadership does not understand the challenges you deal with	0.191	0.194	0.255	0.142	0.219
Lack of support services within your organization	0.229	0.233	0.228	0.101	0.091
Low morale in the workforce	0.200	0.227	0.222	0.129	0.199
Difficulty relating to your coworkers	0.218	0.201	0.168	0.179	0.137
Negative attitudes from the general public about your profession	0.126	0.206	0.109	0.001	0.077
Higher-level leadership does not run the organization effectively	0.147	0.109	0.202	0.092	0.110
Overworked	0.182	0.176	0.191	0.089	0.133
Higher-level leadership does not enable you to do your job effectively	0.164	0.178	0.190	0.091	0.075
Disciplinary investigation	0.116	0.188	0.186	0.156	0.118
Sexual or gender discrimination	0.084	0.151	0.186	0.087	0.107
Ongoing allegations in the workplace have impacted morale	0.066	0.186	0.116	0.064	0.159
Micromanagement from your supervisor	0.151	0.155	0.183	0.104	0.110
Lack of control or inability to protect someone during a critical incident	0.119	0.168	0.126	0.048	0.178
Inadequate equipment/resources	0.141	0.177	0.078	0.040	0.109
Negative media about your profession	0.132	0.123	0.175	0.074	0.083
Sexual harassment	0.115	0.173	0.167	0.100	0.136
Negative media about a specific incident you were involved in	0.058	0.130	0.172	0.024	0.112
A coworker's difficult circumstances have worsened the stress of others in the workplace	0.162	0.172	0.085	0.008	0.071
Your supervisor does not enable you to do your job effectively	0.073	0.156	0.099	0.020	0.074
Religious discrimination	0.149	0.086	0.110	0.037	0.095
Lack of community support	0.144	0.130	0.018	0.033	0.083
Government officials outside of the organization do not understand what you deal with	0.069	0.134	0.094	0.047	0.100
Being directly involved in critical incidents	0.033	0.077	0.000	-0.026	0.133
Threats made towards me or my coworkers because of our profession	0.087	0.052	0.128	0.048	0.111
Age discrimination	0.010	0.006	0.098	0.047	0.127
Pending retirement	0.046	0.042	0.033	0.123	0.123
Critical incident(s) involving a child or children	0.102	0.114	0.032	0.025	0.058
Inadequate or an insufficient amount of training	0.083	0.083	0.046	0.110	0.029
Coworkers do not pull their own weight	0.083	0.110	0.085	0.041	0.108
Responding to critical incidents	0.070	0.087	-0.048	0.011	0.087
Sleep disruption while on call	0.074	0.084	0.050	0.008	-0.001
Racial or cultural discrimination	0.065	0.019	0.047	0.007	0.074
Concerns about exposure to COVID-19	-0.028	0.009	-0.016	-0.048	0.023
Lack of promotion potential	0.069	0.038	0.055	-0.003	0.063
Recent job transition	0.025	0.019	0.027	0.043	0.058



PROFESSIONAL STRESSORS & RISK FACTORS (CONT.)

DISPATCH

Professional Stressor	Depression	Anxiety	PTSD	Suicide	Leave
Lack of closure regarding critical incidents in which I had a role	0.250	0.329	0.178	0.200	0.165
Overworked	0.280	0.297	0.158	0.143	0.184
Dissatisfaction with current role or assignment	0.221	0.185	0.017	0.081	0.282
Lack of control or inability to protect someone during a critical incident	0.156	0.280	0.187	0.117	0.045
Religious discrimination	0.265	0.114	0.230	0.008	-0.072
Your supervisor does not understand the challenges you deal with	0.178	0.264	0.044	0.259	0.210
Negative media about a specific incident you were involved in	0.164	0.183	0.255	-0.012	0.075
Difficulty relating to your coworkers	0.252	0.066	0.063	0.041	0.170
Sleep disruption while on call	0.251	0.146	0.076	0.050	0.155
Negative attitudes from the general public about your profession	0.144	0.246	0.071	0.092	0.164
Low morale in the workforce	0.197	0.244	0.086	0.106	0.116
Higher-level leadership does not understand the challenges you deal with	0.184	0.234	0.054	0.158	0.150
Your supervisor does not enable you to do your job effectively	0.232	0.227	0.086	0.176	0.192
Being directly involved in critical incidents	0.079	0.230	0.135	0.062	0.132
Sexual harassment	0.229	0.210	0.116	0.105	0.095
Inadequate or an insufficient amount of training	0.226	0.179	0.097	0.035	0.110
Critical incident(s) involving a child or children	0.211	0.189	0.225	0.190	0.109
Micromanagement from your supervisor	0.224	0.211	0.178	0.220	0.144
Fear or retaliation in the workforce	0.141	0.219	0.110	0.093	0.140
Higher-level leadership does not enable you to do your job effectively	0.218	0.202	0.074	0.016	0.176
Government officials outside of the organization do not understand what you deal with	0.206	0.176	0.050	0.108	0.073
Lack of promotion potential	0.129	0.095	0.194	0.029	0.204
A coworker's difficult circumstances have worsened the stress of others in the workplace	0.099	0.204	-0.111	0.061	0.086
Higher-level leadership does not run the organization effectively	0.201	0.167	0.093	0.047	0.173
Lack of support services within your organization	0.163	0.179	0.062	0.188	0.050
Coworkers do not pull their own weight	0.106	0.172	-0.007	0.094	0.056
Sexual or gender discrimination	0.127	0.044	0.125	0.168	0.097
Racial or cultural discrimination	0.090	0.160	0.119	-0.018	-0.027
Inadequate equipment/resources	0.160	0.146	-0.047	0.025	0.144
Negative media about your profession	0.154	0.113	0.126	0.025	0.025
Disciplinary investigation	0.148	0.097	0.063	0.023	-0.027
Ongoing allegations in the workplace have impacted morale	0.001	0.118	-0.105	0.035	0.140
Responding to critical incidents	0.090	0.138	0.118	-0.008	0.057
Concerns about exposure to COVID-19	0.018	0.078	-0.002	0.046	0.090
Lack of community support	0.085	0.050	-0.027	0.073	0.053
Threats made towards me or my coworkers because of our profession	0.037	0.046	0.016	-0.026	0.067
Age discrimination	0.046	0.033	0.143	0.038	0.127
Recent job transition	0.001	0.038	-0.105	-0.058	0.002
Pending retirement	0.069	0.006	0.033	0.116	0.059



PROFESSIONAL STRESSORS & DEMOGRAPHICS

The tables below show the top 15 strengths of association between each professional stressor and demographics for each profession.

SWORN LAW ENFORCEMENT

Demographic	Professional Stressor	Strength of Association
Female	Sexual or gender discrimination	0.242
Female	Sexual harassment	0.233
Black or African American	Negative media about your profession	-0.163
Transgender	Sexual harassment	0.156
White	Negative media about your profession	0.152
Black or African American	Racial or cultural discrimination	0.134
White	Racial or cultural discrimination	-0.131
Transgender	Age discrimination	0.129
Supervisor	Pending retirement	0.126
Transgender	Sexual or gender discrimination	0.121
Black or African American	Government officials outside of the organization do not understand what you deal with	-0.12
White	Government officials outside of the organization do not understand what you deal with	0.118
Female	Ongoing allegations in the workplace have impacted morale	0.111
Black or African American	Negative attitudes from the general public about your profession	-0.111
Black or African American	Responding to critical incidents	-0.107

FIRE & RESCUE

Demographic	Professional Stressor	Strength of Association
Female	Sexual harassment	0.356
Female	Sexual or gender discrimination	0.246
Bisexual	Sexual or gender discrimination	0.209
Gay or Lesbian	Sexual or gender discrimination	0.204
Bisexual	Sexual harassment	0.16
Committed Relationship	Sexual harassment	-0.16
Supervisor	Pending retirement	0.157
Gay or Lesbian	Lack of closure regarding critical incidents in which I had a role	0.153
United States Military Veteran	Higher-level leadership does not run the organization effectively	-0.15
Female	Being directly involved in critical incidents	-0.147
Parent or Guardian	Sexual harassment	-0.146
White	Higher-level leadership does not enable you to do your job effectively	0.128
Black or African American	Racial or cultural discrimination	0.126
Parent or Guardian	Sexual or gender discrimination	-0.126
Hispanic, Latino, or Spanish Origin	Low morale in the workforce	-0.121

DISPATCH

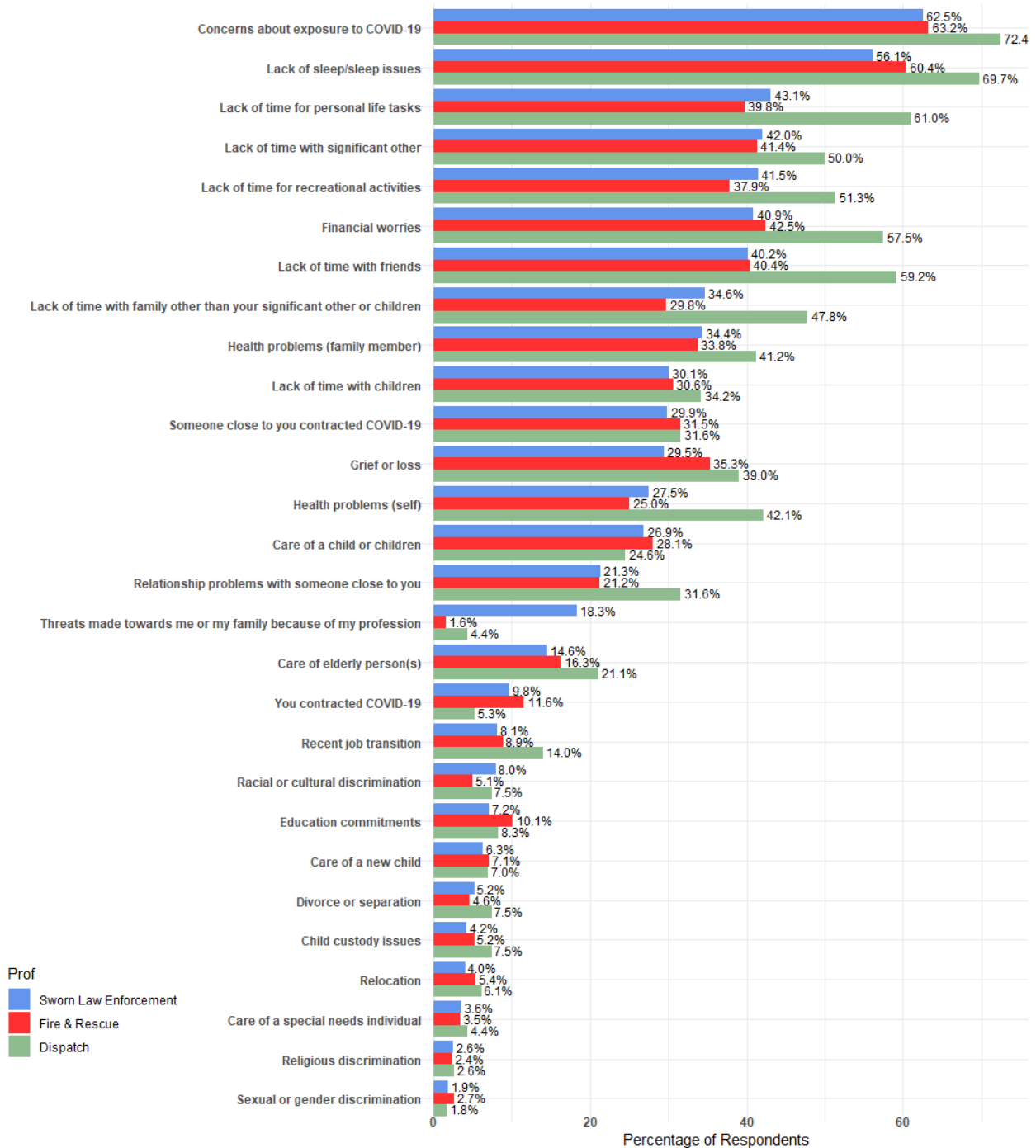
Demographic	Professional Stressor	Strength of Association
Supervisor	A coworker's difficult circumstances have worsened the stress of others in the workplace	0.337
Black or African American	Racial or cultural discrimination	0.296
Asian	Disciplinary investigation	0.281
Asian	Religious discrimination	0.278
White	Racial or cultural discrimination	-0.246
Asian	Recent job transition	0.237
Supervisor	Low morale in the workforce	0.223
Supervisor	Sleep disruption while on call	0.22
Supervisor	Ongoing allegations in the workplace have impacted morale	0.213
Supervisor	Overworked	0.209
Female	Higher-level leadership does not enable you to do your job effectively	-0.208
Gay or Lesbian	Sexual or gender discrimination	0.206
Asian	Fear or retaliation in the workforce	0.201
Supervisor	Dissatisfaction with current role or assignment	0.196
Supervisor	Coworkers do not pull their own weight	0.193



PERSONAL STRESSORS

PERSONAL STRESSORS ACROSS PROFESSIONS

The chart below summarizes the percentage of respondents that endorsed each personal stressor as something they had to deal with in the past year.





PERSONAL STRESSORS ACROSS PROFESSIONS (CONT.)

An examination of the differences among **personal stressors** selected by the three most abundant public safety roles in the survey showed the following observations of interest in order of significance:

SWORN LAW ENFORCEMENT

- Selected **significantly more** often than the other professions:
 - Threats made towards me or my coworkers because of our profession
- Selected **significantly less** often than the other professions:
 - None

FIRE & RESCUE

- Selected **significantly more** often than the other professions:
 - None
- Selected **significantly less** often than the other professions:
 - Threats made towards me or my coworkers because of our profession

DISPATCH

- Selected **significantly more** often than the other professions:
 - 1) Lack of time with friends
 - 2) Health problems (self)
 - 3) Lack of time for personal life tasks
- Selected **significantly less** often than the other professions:
 - None



PERSONAL STRESSORS & RISK FACTORS

The tables below show the strength of association between each personal stressor and the risk factors for each profession.

SWORN LAW ENFORCEMENT

Personal Stressor	Depression	Anxiety	PTSD	Suicide	Leave
Lack of sleep/sleep issues	0.179	0.283	0.194	0.161	0.168
Lack of time for personal life tasks	0.190	0.265	0.240	0.136	0.143
Lack of time with friends	0.177	0.250	0.190	0.137	0.127
Lack of time with significant other	0.158	0.236	0.205	0.095	0.127
Lack of time for recreational activities	0.134	0.212	0.201	0.112	0.112
Financial worries	0.124	0.177	0.123	0.083	0.114
Health problems (self)	0.177	0.176	0.172	0.163	0.134
Relationship problems with someone close to you	0.145	0.174	0.087	0.168	0.015
Threats made towards me or my family because of my profession	0.115	0.172	0.140	0.050	0.164
Sexual or gender discrimination	0.168	0.130	0.141	0.090	0.052
Lack of time with family other than your significant other or children	0.125	0.156	0.155	0.074	0.090
Racial or cultural discrimination	0.092	0.083	0.139	0.060	0.091
Divorce or separation	0.076	0.107	0.112	0.117	0.016
Grief or loss	0.098	0.116	0.074	0.076	0.075
Lack of time with children	0.093	0.112	0.090	0.082	0.080
Religious discrimination	0.094	0.058	0.104	0.079	0.058
Recent job transition	0.070	0.086	0.064	0.104	0.023
Someone close to you contracted COVID-19	0.036	0.069	0.101	0.026	0.079
Health problems (family member)	0.078	0.096	-0.001	0.031	0.062
Care of a child or children	0.060	0.094	0.086	0.085	0.086
Relocation	0.085	0.094	0.093	0.085	0.050
You contracted COVID-19	0.055	0.067	0.054	-0.029	0.055
Education commitments	0.007	0.045	0.062	0.038	0.027
Child custody issues	0.014	0.056	0.062	0.027	0.053
Concerns about exposure to COVID-19	0.028	0.061	0.009	0.029	0.016
Care of elderly person(s)	0.045	0.060	0.015	0.005	0.038
Care of a new child	-0.022	0.016	-0.011	-0.003	0.030
Care of a special needs individual	0.001	0.019	0.007	0.026	0.036



PERSONAL STRESSORS & RISK FACTORS (CONT.)

FIRE & RESCUE

Personal Stressor	Depression	Anxiety	PTSD	Suicide	Leave
Relationship problems with someone close to you	0.185	0.235	0.231	0.118	0.112
Lack of time with significant other	0.208	0.233	0.094	0.053	0.109
Lack of sleep/sleep issues	0.225	0.204	0.153	0.168	0.127
Financial worries	0.144	0.221	0.160	0.115	0.115
Divorce or separation	0.134	0.221	0.146	0.135	0.132
Health problems (self)	0.158	0.217	0.102	0.172	0.169
Lack of time for personal life tasks	0.186	0.196	0.125	0.085	0.122
Lack of time with family other than your significant other or children	0.170	0.192	0.073	0.060	0.067
Lack of time for recreational activities	0.190	0.165	0.138	0.090	0.105
Lack of time with friends	0.184	0.180	0.115	0.111	0.072
Lack of time with children	0.183	0.181	0.092	0.075	0.085
Child custody issues	0.160	0.119	-0.034	0.162	0.053
Grief or loss	0.159	0.160	0.143	0.047	0.096
Health problems (family member)	0.138	0.148	0.126	0.102	0.131
Care of elderly person(s)	0.143	0.051	0.107	0.030	0.029
Religious discrimination	0.052	0.039	0.123	0.009	0.045
Education commitments	0.100	0.113	0.049	0.061	0.111
Care of a special needs individual	0.081	0.050	0.112	0.068	0.082
Sexual or gender discrimination	0.075	0.105	0.056	0.094	-0.020
Recent job transition	0.103	0.043	0.011	0.098	0.031
Care of a child or children	0.074	0.098	-0.001	0.042	0.064
Someone close to you contracted COVID-19	0.094	0.097	0.046	0.046	0.005
Concerns about exposure to COVID-19	0.010	0.014	0.004	0.015	0.049
You contracted COVID-19	-0.022	0.007	-0.029	-0.036	0.047
Care of a new child	0.014	0.003	-0.001	-0.041	0.013
Threats made towards me or my family because of my profession	0.004	0.009	-0.016	-0.006	0.014
Racial or cultural discrimination	0.021	-0.027	-0.029	0.008	0.057
Relocation	0.061	0.058	0.037	0.047	0.030



PERSONAL STRESSORS & RISK FACTORS (CONT.)

DISPATCH

Personal Stressor	Depression	Anxiety	PTSD	Suicide	Leave
Lack of sleep/sleep issues	0.308	0.402	0.214	0.169	0.052
Lack of time for personal life tasks	0.290	0.313	0.221	0.083	0.075
Lack of time with significant other	0.243	0.259	0.167	0.025	0.117
Lack of time for recreational activities	0.252	0.208	0.089	0.137	0.081
Lack of time with family other than your significant other or children	0.243	0.185	0.102	-0.080	0.161
Health problems (self)	0.177	0.241	0.124	0.142	0.021
Financial worries	0.094	0.234	0.066	0.136	0.101
Relationship problems with someone close to you	0.129	0.205	0.217	0.113	-0.012
Lack of time with friends	0.197	0.215	0.161	0.072	0.160
Concerns about exposure to COVID-19	0.096	0.189	0.136	0.038	0.109
Health problems (family member)	0.085	0.171	-0.025	-0.025	0.123
Grief or loss	0.137	0.147	0.144	-0.108	-0.025
Education commitments	0.059	0.099	0.082	0.141	0.130
You contracted COVID-19	0.042	0.054	-0.079	0.067	0.014
Someone close to you contracted COVID-19	0.002	0.069	-0.039	-0.020	-0.034
Care of a new child	-0.037	0.093	0.052	0.030	-0.026
Care of a child or children	0.012	0.086	-0.041	0.076	0.058
Care of a special needs individual	0.110	0.044	0.157	0.091	0.024
Threats made towards me or my family because of my profession	0.055	0.026	0.013	0.031	-0.035
Sexual or gender discrimination	0.017	0.045	0.110	0.038	0.033
Racial or cultural discrimination	0.026	0.056	0.017	-0.072	-0.032
Religious discrimination	-0.014	0.018	0.011	-0.069	-0.072
Recent job transition	0.027	0.038	-0.032	-0.027	-0.038
Relocation	-0.028	0.047	0.015	-0.056	0.039
Divorce or separation	0.056	0.093	0.049	0.022	0.059
Child custody issues	0.069	0.114	0.002	0.069	0.059
Lack of time with children	0.054	0.027	-0.030	-0.068	0.044
Care of elderly person(s)	0.101	0.061	0.027	-0.126	0.099



PERSONAL STRESSORS & DEMOGRAPHICS

The tables below show the top 15 strengths of association between each personal stressor and demographics for each profession.

SWORN LAW ENFORCEMENT

Demographic	Personal Stressor	Strength of Association
Parent or Guardian	Lack of time with children	0.407
Parent or Guardian	Care of a child or children	0.378
Committed Relationship	Divorce or separation	-0.219
Committed Relationship	Lack of time with significant other	0.183
White	Racial or cultural discrimination	-0.181
Transgender	Sexual or gender discrimination	0.172
Female	Sexual or gender discrimination	0.147
Parent or Guardian	Care of a new child	0.145
Gay or Lesbian	Sexual or gender discrimination	0.143
Black or African American	Racial or cultural discrimination	0.141
Supervisor	Care of elderly person(s)	0.139
Bisexual	Sexual or gender discrimination	0.122
Parent or Guardian	Child custody issues	0.121
Transgender	Relocation	0.116
Committed Relationship	Care of a child or children	0.112

FIRE & RESCUE

Demographic	Personal Stressor	Strength of Association
Parent or Guardian	Lack of time with children	0.424
Parent or Guardian	Care of a child or children	0.405
Gay or Lesbian	Sexual or gender discrimination	0.310
Transgender	Sexual or gender discrimination	0.273
Committed Relationship	Lack of time with significant other	0.245
Bisexual	Sexual or gender discrimination	0.183
Black or African American	Racial or cultural discrimination	0.177
Supervisor	Lack of time with children	0.177
Female	Sexual or gender discrimination	0.157
Parent or Guardian	Child custody issues	0.155
Gay or Lesbian	Other	0.151
Gay or Lesbian	Recent job transition	0.150
Female	Lack of time with children	-0.133
Hispanic, Latino, or Spanish Origin	Education commitments	0.132
Parent or Guardian	Care of a new child	0.130

DISPATCH

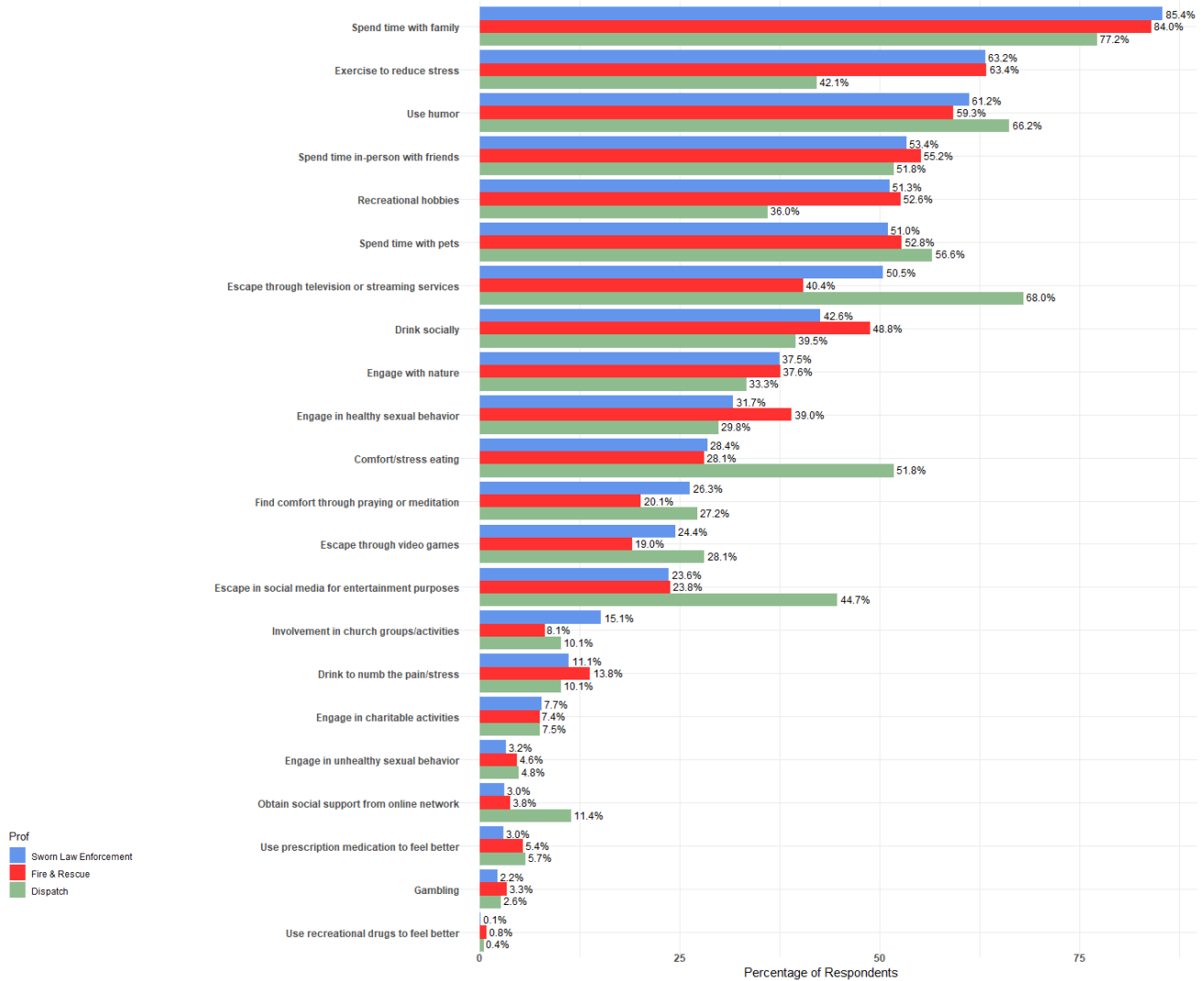
Demographic	Personal Stressor	Strength of Association
Parent or Guardian	Lack of time with children	0.594
Parent or Guardian	Care of a child or children	0.500
Transgender	Sexual or gender discrimination	0.497
Committed Relationship	Lack of time with significant other	0.418
Gay or Lesbian	Sexual or gender discrimination	0.338
White	Racial or cultural discrimination	-0.318
Black or African American	Racial or cultural discrimination	0.314
Parent or Guardian	Child custody issues	0.249
United States Military Veteran	Lack of time for personal life tasks	-0.222
Parent or Guardian	Care of elderly person(s)	0.214
Hispanic, Latino, or Spanish Origin	Care of a new child	0.209
Parent or Guardian	Care of a new child	0.206
Hispanic, Latino, or Spanish Origin	Racial or cultural discrimination	0.200
Parent or Guardian	Lack of time with friends	-0.169
Supervisor	Relationship problems with someone close to you	0.166



COPING MECHANISMS

COPING MECHANISMS ACROSS PROFESSIONS

The chart below summarizes the percentage of respondents that endorsed each coping mechanism as an activity they engage in to counter the effects of work stress.





COPING MECHANISMS ACROSS PROFESSIONS (CONT.)

An examination of the differences among the coping mechanisms selected by the three most abundant public safety roles showed the following observations of interest for each profession in order of significance:

SWORN LAW ENFORCEMENT

- Selected **significantly more** often than the other professions:
 - None
- Selected **significantly less** often than the other professions:
 - None

FIRE & RESCUE

- Selected **significantly more** often than the other professions:
 - None
- Selected **significantly less** often than the other professions:
 - Escape through television or streaming services

DISPATCH

- Selected **significantly more** often than the other professions:
 - 1) Comfort/stress eating
 - 2) Escape in social media for entertainment purposes
 - 3) Obtain social support from online network
 - 4) Escape through television or streaming services
- Selected **significantly less** often than the other professions:
 - Exercise to reduce stress



COPING AND RISK FACTORS

The tables below show the strength of association between each coping mechanism and the risk factors for each profession. The darkest green cells represent coping mechanisms most associated with risk factors in a positive way (e.g., associated with respondents with scores below clinical significance).

SWORN LAW ENFORCEMENT

Coping Mechanism	Depression	Anxiety	PTSD	Suicide	Leave
Drink to numb the pain/stress	0.196	0.302	0.197	0.182	0.144
Comfort/stress eating	0.201	0.203	0.168	0.137	0.078
Escape in social media for entertainment purposes	0.133	0.134	0.100	0.086	0.056
Use prescription medication to feel better	0.141	0.138	0.116	0.103	0.014
Escape through television or streaming services	0.073	0.110	0.085	0.118	0.079
Engage in unhealthy sexual behavior	0.130	0.141	0.059	0.106	0.083
Gambling	0.063	0.056	0.035	0.032	0.005
Obtain social support from online network	0.065	0.030	0.050	-0.012	0.040
Engage with nature	0.017	0.039	-0.011	0.020	0.049
Engage in charitable activities	0.005	0.016	-0.032	-0.034	0.048
Find comfort through praying or meditation	-0.012	-0.023	-0.008	0.007	0.042
Spend time with pets	0.032	0.037	-0.004	-0.045	0.050
Drink socially	0.002	0.011	-0.041	-0.011	0.004
Use recreational drugs to feel better	-0.007	-0.012	NA	-0.007	-0.013
Recreational hobbies	-0.039	0.003	-0.037	-0.024	-0.025
Use humor	0.006	-0.005	-0.008	0.010	0.017
Engage in healthy sexual behavior	-0.013	0.016	-0.006	0.010	0.032
Escape through video games	0.040	0.020	0.040	0.024	-0.015
Involvement in church groups/activities	-0.044	-0.040	-0.020	-0.030	0.020
Spend time in-person with friends	-0.061	-0.037	-0.067	-0.016	-0.014
Exercise to reduce stress	-0.070	-0.041	-0.074	-0.020	-0.012
Spend time with family	-0.079	-0.087	-0.097	-0.097	-0.038



COPING AND RISK FACTORS (CONT.)

FIRE & RESCUE

Coping Mechanism	Depression	Anxiety	PTSD	Suicide	Leave
Drink to numb the pain/stress	0.244	0.268	0.248	0.232	0.177
Comfort/stress eating	0.257	0.277	0.225	0.186	0.103
Use prescription medication to feel better	0.160	0.151	0.242	0.179	0.145
Escape in social media for entertainment purposes	0.166	0.131	0.147	0.127	0.073
Engage in unhealthy sexual behavior	0.082	0.180	0.097	0.088	0.111
Escape through television or streaming services	0.083	0.130	0.113	0.050	0.047
Use humor	0.102	0.086	0.132	0.054	-0.070
Use recreational drugs to feel better	0.040	0.101	0.077	0.080	0.157
Obtain social support from online network	0.072	0.084	0.036	0.033	0.117
Escape through video games	0.095	0.036	0.069	0.017	-0.012
Engage with nature	-0.038	0.073	0.005	-0.031	0.069
Spend time with pets	0.036	0.037	0.086	0.000	0.047
Find comfort through praying or meditation	0.024	0.003	0.038	0.056	0.008
Drink socially	-0.036	-0.017	-0.008	-0.051	-0.043
Gambling	0.056	0.055	0.073	-0.039	0.064
Engage in healthy sexual behavior	-0.004	-0.002	-0.008	-0.021	0.006
Involvement in church groups/activities	-0.059	-0.071	-0.077	-0.052	-0.019
Engage in charitable activities	0.005	-0.035	-0.041	-0.007	-0.026
Spend time in-person with friends	-0.077	0.004	-0.097	-0.067	-0.050
Recreational hobbies	-0.060	-0.037	-0.072	-0.079	-0.017
Exercise to reduce stress	-0.106	-0.058	-0.102	-0.069	-0.052
Spend time with family	-0.096	-0.070	-0.051	-0.142	-0.015



COPING AND RISK FACTORS (CONT.)

DISPATCH

Coping Mechanism	Depression	Anxiety	PTSD	Suicide	Leave
Escape in social media for entertainment purposes	0.270	0.282	0.126	0.218	0.164
Comfort/stress eating	0.266	0.310	0.092	0.109	0.199
Use prescription medication to feel better	0.281	0.103	0.224	0.056	0.152
Drink to numb the pain/stress	0.127	0.129	0.135	0.105	0.173
Escape through television or streaming services	0.116	0.108	0.140	0.129	0.138
Spend time in-person with friends	0.021	0.075	0.190	-0.039	0.029
Use humor	0.114	0.087	0.157	0.013	-0.027
Engage in unhealthy sexual behavior	0.146	0.054	0.013	0.136	0.126
Spend time with pets	0.044	-0.092	0.040	-0.056	-0.054
Obtain social support from online network	0.037	0.032	0.091	0.043	-0.081
Find comfort through praying or meditation	-0.059	-0.033	-0.077	-0.062	-0.047
Drink socially	-0.017	0.062	0.091	0.015	0.041
Use recreational drugs to feel better	-0.034	-0.049	NA	-0.028	0.153
Gambling	0.056	-0.003	0.011	0.085	0.003
Engage with nature	-0.022	-0.020	0.079	0.017	0.023
Engage in healthy sexual behavior	0.041	0.118	0.078	-0.058	0.004
Engage in charitable activities	-0.016	-0.054	-0.103	0.022	0.059
Escape through video games	0.123	0.038	0.086	0.012	0.048
Exercise to reduce stress	-0.127	-0.061	0.024	-0.083	-0.077
Recreational hobbies	0.002	-0.133	0.000	-0.108	-0.077
Spend time with family	-0.116	-0.088	-0.051	-0.154	0.033
Involvement in church groups/activities	-0.133	-0.112	-0.183	-0.140	-0.107



SOCIAL SUPPORT AND RISK FACTORS

The tables below show the strength of association between each social support mechanism and the risk factors for each profession.

SWORN LAW ENFORCEMENT

Social Support Factors	Depression	Anxiety	PTSD	Suicide	Leave
Only those who have done the work that I do can really understand what I go through on a daily basis	0.104	0.167	0.189	0.080	0.116
My friends and family don't want me to talk about what I do	0.129	0.150	0.158	0.083	0.125
My current supervisor doesn't want me to talk about my feelings related to work	0.109	0.140	0.108	0.068	0.091
I talk to my coworkers when things get tough at work	-0.056	-0.050	-0.085	-0.070	0.023
I talk to people in my personal life about my feelings about work	-0.086	-0.040	-0.145	-0.043	-0.041
I talk to my current supervisor about my feelings about work	-0.088	-0.078	-0.087	-0.062	-0.065
I can rely on my coworkers when things get tough at work	-0.089	-0.118	-0.146	-0.088	-0.091
My spouse/significant other, friends, and relatives can be relied on when things get tough at work	-0.139	-0.139	-0.147	-0.101	-0.073

FIRE & RESCUE

Social Support Factors	Depression	Anxiety	PTSD	Suicide	Leave
My current supervisor doesn't want me to talk about my feelings related to work	0.143	0.156	0.183	0.106	0.196
My friends and family don't want me to talk about what I do	0.142	0.141	0.093	0.092	0.116
Only those who have done the work that I do can really understand what I go through on a daily basis	0.075	0.137	0.099	0.069	0.114
I talk to people in my personal life about my feelings about work	-0.106	-0.057	-0.117	-0.083	-0.037
I talk to my current supervisor about my feelings about work	-0.093	-0.036	-0.125	-0.132	-0.118
I talk to my coworkers when things get tough at work	-0.113	-0.067	-0.127	-0.148	-0.088
My spouse/significant other, friends, and relatives can be relied on when things get tough at work	-0.154	-0.139	-0.187	-0.179	-0.072
I can rely on my coworkers when things get tough at work	-0.147	-0.140	-0.168	-0.163	-0.175

DISPATCH

Social Support Factors	Depression	Anxiety	PTSD	Suicide	Leave
Only those who have done the work that I do can really understand what I go through on a daily basis	0.206	0.223	0.187	0.101	0.161
My friends and family don't want me to talk about what I do	0.241	0.200	0.171	0.075	0.121
My current supervisor doesn't want me to talk about my feelings related to work	0.136	0.044	-0.039	0.142	0.188
I talk to people in my personal life about my feelings about work	0.010	-0.002	0.112	-0.006	-0.043
I talk to my coworkers when things get tough at work	0.020	-0.004	0.006	0.013	-0.085
I talk to my current supervisor about my feelings about work	-0.064	0.021	0.042	-0.147	-0.119
I can rely on my coworkers when things get tough at work	-0.014	-0.047	-0.049	-0.094	-0.186
My spouse/significant other, friends, and relatives can be relied on when things get tough at work	-0.110	-0.124	0.019	-0.174	-0.146



JOB SATISFACTION AND RISK FACTORS

The tables below show the strength of association between each job satisfaction question and the risk factors for each profession.

SWORN LAW ENFORCEMENT

Job Satisfaction Factors	Depression	Anxiety	PTSD	Suicide	Leave
This job has made me a more negative person	0.222	0.302	0.250	0.148	0.291
As a result of my work, I have a difficult time trusting people	0.200	0.284	0.262	0.142	0.214
I assume the worst about people I meet	0.198	0.277	0.267	0.140	0.184
As a result of my work, I have a difficult time maintaining or forming new romantic relationships	0.185	0.224	0.194	0.143	0.102
In the next few years, I intend to leave my primary job	0.172	0.271	0.236	0.098	n/a
In the near future, I would like to change assignments within my primary job	0.104	0.131	0.138	0.020	0.154
As a result of my work, some individuals (e.g., children, adults) are less likely to be harmed	-0.080	-0.057	-0.033	-0.037	-0.071
I feel my work allows me to positively contribute to society	-0.156	-0.146	-0.134	-0.093	-0.166
I am proud of the work that I do	-0.150	-0.174	-0.157	-0.093	-0.213
I enjoy the work that I am involved in	-0.201	-0.213	-0.201	-0.115	-0.251
I feel a sense of personal fulfillment at work	-0.213	-0.214	-0.198	-0.117	-0.260
I feel good about myself when I am at work	-0.240	-0.301	-0.255	-0.175	-0.280

FIRE & RESCUE

Job Satisfaction Factors	Depression	Anxiety	PTSD	Suicide	Leave
This job has made me a more negative person	0.229	0.285	0.289	0.181	0.267
As a result of my work, I have a difficult time maintaining or forming new romantic relationships	0.229	0.275	0.232	0.215	0.151
As a result of my work, I have a difficult time trusting people	0.194	0.267	0.227	0.149	0.229
I assume the worst about people I meet	0.208	0.242	0.226	0.201	0.148
In the next few years, I intend to leave my primary job	0.178	0.267	0.254	0.172	n/a
In the near future, I would like to change assignments within my primary job	0.112	0.182	0.125	0.096	0.269
As a result of my work, some individuals (e.g., children, adults) are less likely to be harmed	-0.093	-0.100	-0.131	-0.128	-0.059
I feel my work allows me to positively contribute to society	-0.187	-0.193	-0.226	-0.151	-0.125
I am proud of the work that I do	-0.216	-0.199	-0.176	-0.242	-0.197
I enjoy the work that I am involved in	-0.226	-0.235	-0.245	-0.245	-0.294
I feel a sense of personal fulfillment at work	-0.266	-0.270	-0.299	-0.272	-0.286
I feel good about myself when I am at work	-0.289	-0.335	-0.310	-0.278	-0.272

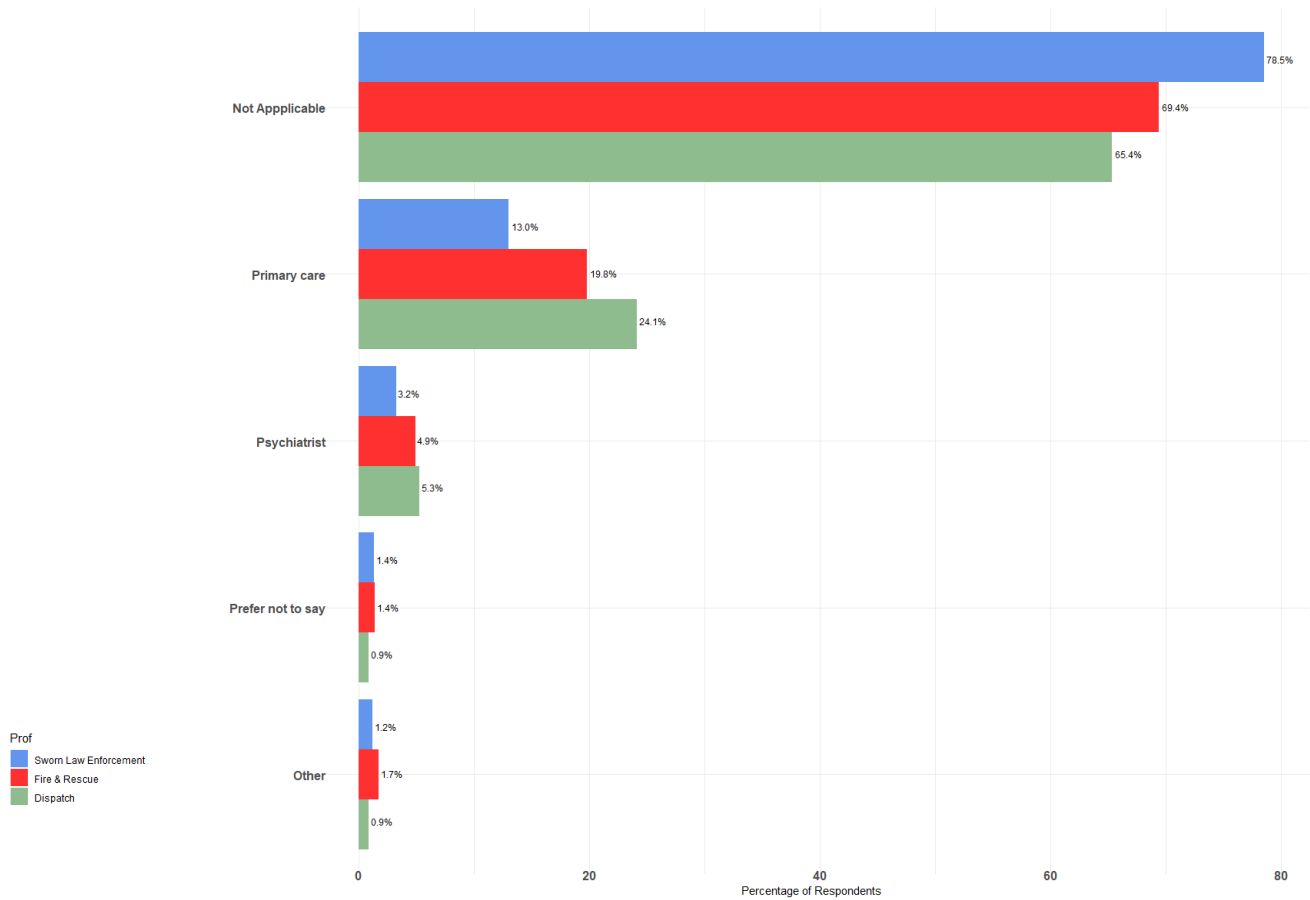
DISPATCH

Job Satisfaction Factors	Depression	Anxiety	PTSD	Suicide	Leave
As a result of my work, I have a difficult time trusting people	0.322	0.304	0.297	0.175	0.198
This job has made me a more negative person	0.323	0.358	0.203	0.125	0.324
I assume the worst about people I meet	0.285	0.208	0.276	0.159	0.194
As a result of my work, I have a difficult time maintaining or forming new romantic relationships	0.289	0.199	0.172	0.217	0.208
In the next few years, I intend to leave my public safety job prematurely due to work stressor	0.175	0.215	0.001	0.087	n/a
In the near future, I would like to change assignments within my primary job	0.092	0.085	0.096	0.044	0.337
As a result of my work, some individuals (e.g., children, adults) are less likely to be harmed	0.036	0.034	-0.032	-0.046	-0.063
I am proud of the work that I do	-0.040	0.002	0.048	0.017	-0.196
I enjoy the work that I am involved in	-0.005	-0.012	0.048	-0.064	-0.241
I feel my work allows me to positively contribute to society	0.041	-0.002	0.027	-0.065	-0.190
I feel a sense of personal fulfillment at work	-0.165	-0.096	0.005	-0.136	-0.265
I feel good about myself when I am at work	-0.281	-0.231	-0.097	-0.144	-0.291



MENTAL HEALTH MEDICATION USAGE & HOW THEY WERE OBTAINED

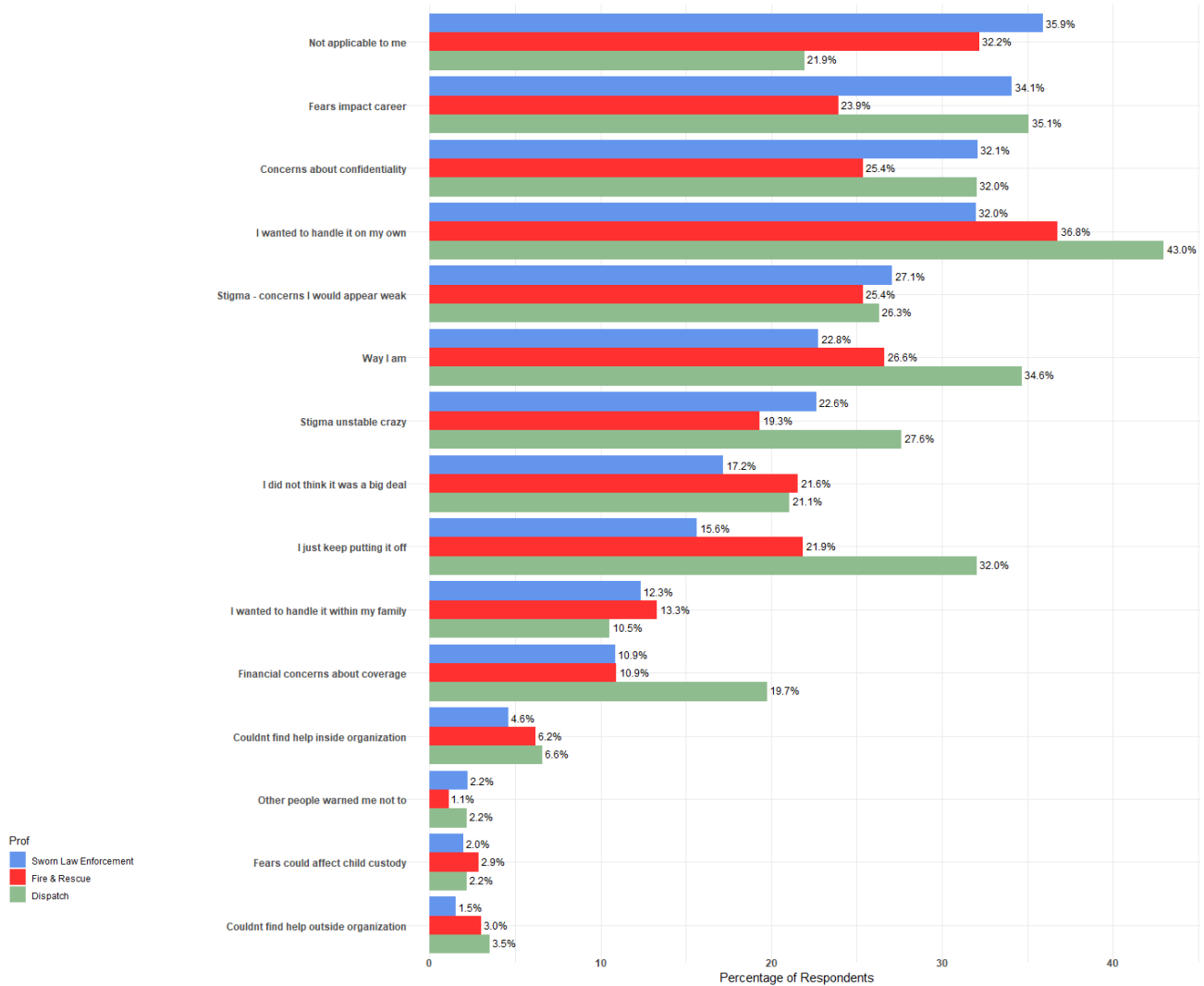
Participants were asked, *“If you started taking mental health medication during your public safety career, who first prescribed them?”* The breakdown of responses by profession below shows the proportions of who has taken mental health medication during their public safety career and *how they were obtained*.





REASONS FOR RELUCTANCE TO SEEK ASSISTANCE

Participants were asked, "If you wanted help but were reluctant to seek it at some point in the past, please select the reasons why."





REASONS FOR RELUCTANCE TO SEEK ASSISTANCE (CONT.)

The tables below show the strength of association between each response and the risk factors for each question.

SWORN LAW ENFORCEMENT

Reason	Depression	Anxiety	PTSD	Suicide	Leave
Fears impact career	0.196	0.289	0.306	0.211	0.194
Concerns about confidentiality	0.188	0.262	0.295	0.166	0.202
Stigma unstable crazy	0.214	0.256	0.294	0.198	0.121
Stigma - concerns I'd appear weak	0.184	0.271	0.275	0.177	0.137
I just keep putting it off	0.213	0.219	0.225	0.174	0.107
Couldnt find help inside organization	0.209	0.182	0.139	0.134	0.120
Financial concerns about coverage	0.207	0.181	0.200	0.144	0.100
Way I am	0.162	0.206	0.147	0.113	0.045
I wanted to handle it on my own	0.171	0.204	0.184	0.134	0.090
Couldnt find help outside organization	0.106	0.133	0.162	0.072	0.051
Other people warned me not to	0.116	0.089	0.139	0.045	0.081
Fears could affect child custody	0.004	0.027	0.074	0.021	0.029
I didn't think it was a big deal	0.055	0.044	0.004	0.019	0.009
I wanted to handle it within my family	0.001	0.043	0.011	0.025	0.021
Other	-0.011	-0.009	-0.047	0.021	0.015
Not applicable to me	-0.207	-0.297	-0.266	-0.187	-0.202

FIRE & RESCUE

Reason	Depression	Anxiety	PTSD	Suicide	Leave
Fears impact career	0.242	0.290	0.253	0.219	0.204
I just keep putting it off	0.193	0.220	0.282	0.160	0.072
Stigma - concerns I'd appear weak	0.178	0.249	0.281	0.169	0.207
Stigma unstable crazy	0.244	0.257	0.235	0.165	0.183
Concerns about confidentiality	0.177	0.257	0.225	0.180	0.185
Couldnt find help inside organization	0.245	0.249	0.229	0.156	0.049
Financial concerns about coverage	0.223	0.230	0.164	0.178	0.083
Way I am	0.197	0.222	0.152	0.179	0.069
I wanted to handle it on my own	0.136	0.143	0.194	0.161	0.119
Couldnt find help outside organization	0.190	0.165	0.170	0.053	0.050
Other people warned me not to	0.168	0.072	0.095	0.152	0.119
I didn't think it was a big deal	0.104	0.119	0.017	0.054	0.067
Fears could affect child custody	0.102	0.098	0.016	0.028	0.029
I wanted to handle it within my family	0.027	0.020	0.012	-0.009	0.009
Other	-0.049	-0.008	-0.078	-0.052	0.028
Not applicable to me	-0.185	-0.236	-0.206	-0.215	-0.198



REASONS FOR RELUCTANCE TO SEEK ASSISTANCE (CONT.)

DISPATCH

Reason	Depression	Anxiety	PTSD	Suicide	Leave
Stigma unstable crazy	0.326	0.330	0.259	0.154	0.080
Way I am	0.319	0.220	0.217	0.161	0.087
I wanted to handle it on my own	0.231	0.309	0.192	0.109	0.131
Stigma - concerns I'd appear weak	0.307	0.206	0.199	0.197	0.067
I didn't think it was a big deal	0.283	0.227	0.251	-0.035	-0.019
Fears impact career	0.278	0.180	0.071	0.234	0.163
Concerns about confidentiality	0.269	0.151	0.088	0.135	0.014
I just keep putting it off	0.142	0.218	0.109	0.161	-0.016
Other people warned me not to	0.187	0.210	0.157	0.105	0.181
Financial concerns about coverage	0.149	0.118	0.052	0.195	-0.066
Couldnt find help inside organization	0.136	0.146	0.121	0.187	0.030
Other	-0.103	-0.052	-0.094	0.042	0.159
Fears could affect child custody	0.077	0.146	0.068	0.105	-0.065
I wanted to handle it within my family	-0.014	0.129	0.063	-0.063	0.046
Couldnt find help outside organization	0.104	0.115	0.084	0.121	-0.018
Not applicable to me	-0.215	-0.253	-0.095	-0.162	-0.115