

## Workforce Secondary Traumatic Stress

### Purpose

The University Place School Board is committed to preventing and addressing secondary traumatic stress for District personnel by supporting mental health in the workplace. Everyday school staff work with students experiencing trauma and loss. As a result, teachers, school counselors, administrators, and other school staff may experience secondary traumatic stress. Secondary traumatic stress may occur when one person learns firsthand of the traumatic experiences of another. Symptoms of secondary traumatic stress can be wide-ranging, disruptive and harmful.

### Policy Statement

The District will promote a positive workplace climate that includes a focus on diversity and inclusion.

The district will establish a **district-wide workforce mental health committee** with the following functions:

- Share secondary traumatic stress, stress management, and other mental health resources with staff;
- Share links to a secondary traumatic stress self-assessment tool;
- Report to the Board at least once per year with a summary of committee activities.

The District will regularly assess district-level and school building-level implementation of this policy and procedure. The assessment will include input from the District's workforce. The District will provide appropriate resources and training to staff for continuous improvement.

Legal References:                   28A.300 RCW  
  28A.400 RCW

Adoption Date: 8/11/2021  
Classification: **Essential**  
Revised Dates: