

AUTHORITY

MCL 750.224D, MCL 780.972

DEFINITIONS**Authorized Personnel**

Those employees who have completed the department authorized Personal Safety Training Course.

Self Defense Sprays

Department issued spray provided upon completion of the department authorized Personal Safety Training Course.

Use of Force

Less than deadly force under the conditions set forth in People v Deason, 138 Michigan App. 27 (1985), MCL 780.972.

POLICY

De-escalation techniques are the preferred response to confrontation and conflict. Use of force and self-defense sprays is the defense mechanism of last resort. Only the minimum amount of force necessary to the situation may be used.

Use of Force

Authorized personnel may engage in a use of force if all of the following conditions exist:

- The authorized personnel are not engaged in a crime.
- The authorized personnel are in a place where he/she has a legal right to be.
- De-escalation techniques have been exhausted or the threat is imminent.
- The authorized personnel honestly and reasonably believe force is necessary.
- The authorized personnel uses force to prevent imminent use of unlawful force against him/herself or another person.

- The authorized personnel only use the amount of force that is necessary.

Self Defense Sprays

Only authorized personnel may carry and utilize self-defense spray, such as pepper spray, while on duty. It is the authorized personnel's option to carry self-defense spray. Self-defense spray is a last resort defense mechanism and must be used in compliance with the Michigan State Police Personal Safety Training Course and have been issued spray by MDHHS. Self-defense spray should be used no closer to the subject than six feet. Self-defense spray should be kept in a secure location in an office setting.

Compliance Review

Any use of force or self-defense spray will be reviewed for appropriate compliance with the department authorized Personal Safety Training Course and the circumstances that justify the use of force or self-defense spray. Unnecessary or inappropriate use of force or self-defense spray will result in discipline up to and including discharge.

PROCEDURE

Employee/ Supervisor

Any instance of use of force or discharge of self-defense spray must be documented on the online [Incident Reporting form of the DHS-Net Human Resource](#) page. The employee involved in the use of force or discharge of self-defense spray shall complete the Incident Report.

The incident report will be emailed to the employee and their supervisor through the online reporting system. The supervisor must also forward a copy of the electronic incident report to their county director.

County Director

Shall forward a copy of the incident report to the deputy directors for field operations and child welfare.

**Deputy Directors
for Field
Operations and
Child Welfare**

Shall determine compliance with applicable requirements. Inappropriate use of force or self-defense spray incidents will be referred to the Office of Human Resources/Labor Relations for investigation and any disciplinary action if necessary.

For more information contact personnel.