

# IDAHO STATE POLICE PROCEDURE

## 02.01 AFTER INCIDENT REVIEW

### A. General

An After-Incident Review (AIR) is a participant-driven review of any incident or work group activity, recorded on the [EHF 02 01-01 After Incident Review Form](#). The AIR should be an objective and fact-based assessment. Speculation, vague or unproductive criticism and/or unfocused grievances, which cannot reasonably be redressed, have no place in an AIR. It is important to remember that an AIR may be subject to a public records request and judicial discovery. The AIR:

1. does not judge success or failure;
2. attempts to discover why things happened;
3. focuses directly on key training objectives;
4. encourages employees to bring up important lessons in the discussion; and
5. if possible, discovers ways to incorporate lessons learned in future performance of similar tasks; and
6. may be waived by the group Manager, Captain or Lieutenant.

### B. Conduct of the AIR

An AIR may be used following any collective or individual incident or activity at the team level. The AIR should be conducted as soon after the activity or incident as possible. The purpose of the AIR is to identify any appropriate training, equipment, or planning, and to recognize those actions that proved effective. Recommendations to improve the response to future events by the Department or individuals shall also be included. All participants:

1. state, step-by-step, what they actually did;
2. evaluate their own actions:
  - a. exploring possible consequences; and
  - b. describing desired outcomes; and
3. implement desired changes when the task is next performed.