CORRECTIONAL OASIS

BECAUSE ALL ROADS GO BACK TO STAFF WELLNESS

VOLUME: 22

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A NON-PROFIT FOR THE HEALTH OF CORRECTIONAL & OTHER PUBLIC SAFETY AGENCIES, STAFF AND FAMILIES

FROM THE DIRECTOR'S DESK

In this issue of the Correctional Oasis, we take a closer look at managing our emotions—particularly within the correctional workplace.

Like dreams, emotions can feel mysterious and even unsettling. They may erupt suddenly and overwhelm us, at times sweeping us into places we'd rather not go. Yet emotions also bring color and richness to our lives, making us feel truly alive. As with anything powerful, they must be handled with care.

That's why the ability to regulate our emotions is so essential—not to let them run unchecked and control our actions, but also not to suppress or ignore them. It's a delicate balance, especially in high-stakes environments.

We hope the material in this issue supports your ongoing journey of learning to temper both emotional overreactions and emotional numbing. Emotional regulation is a lifelong process, and may we all continue to grow in this vital capacity.

Committed to your wellbeing,

Caterina Spinaris

DESERT WATERS CORRECTIONAL OUTREACH

Do You Qualify with Your Emotions?

By Caterina Spinaris, PhD, LPC

Emotional intelligence, or EQ, is essential for building a fulfilling and sustainable career in the high-stress world of corrections. EQ involves the ability to recognize, understand, and manage our own emotions, as well as effectively navigate interactions with others—skills that directly influence our well-being and workplace relationships. Far from being "soft," emotional intelligence is a powerful set of competencies that shape the work environment and organizational culture. In high-stakes situations, EQ can make the difference between de-escalation and peaceful resolution—or injuries, policy violations, litigation, and even loss of life.

In this article, I briefly explore the nature of emotions, the benefits of learning to regulate them, methods for processing emotional distress, and how to "apply the brakes" when we feel like we're about to lose control.

You, dear reader, may not be experiencing challenges with emotional regulation. However, the data show that many working in the intense, high-stress environments of corrections and other public safety roles do struggle emotionally—at least from time to time. If this article doesn't speak to your personal experience, I invite you to keep reading anyway. You might find it useful in supporting a colleague who is having a difficult time, maybe simply by sharing it with them.

Your Hidden Weapon: Emotions

If you work in a security/custody or other public safety role, you may have to qualify with your firearm annually. That's necessary and good. But have you ever considered that you carry a different kind of weapon with you every day—one that often goes unnoticed until it "fires?"

That hidden yet powerful weapon is your **emotions**. Like any weapon, it can be used skillfully or recklessly. When well-managed, emotions can help de-escalate situations, deter harm, and protect relationships. But when mismanaged, they can inflict serious—and sometimes irreparable—damage to your career, your agency, and even your health and those you care about most.

Emotional Misfires

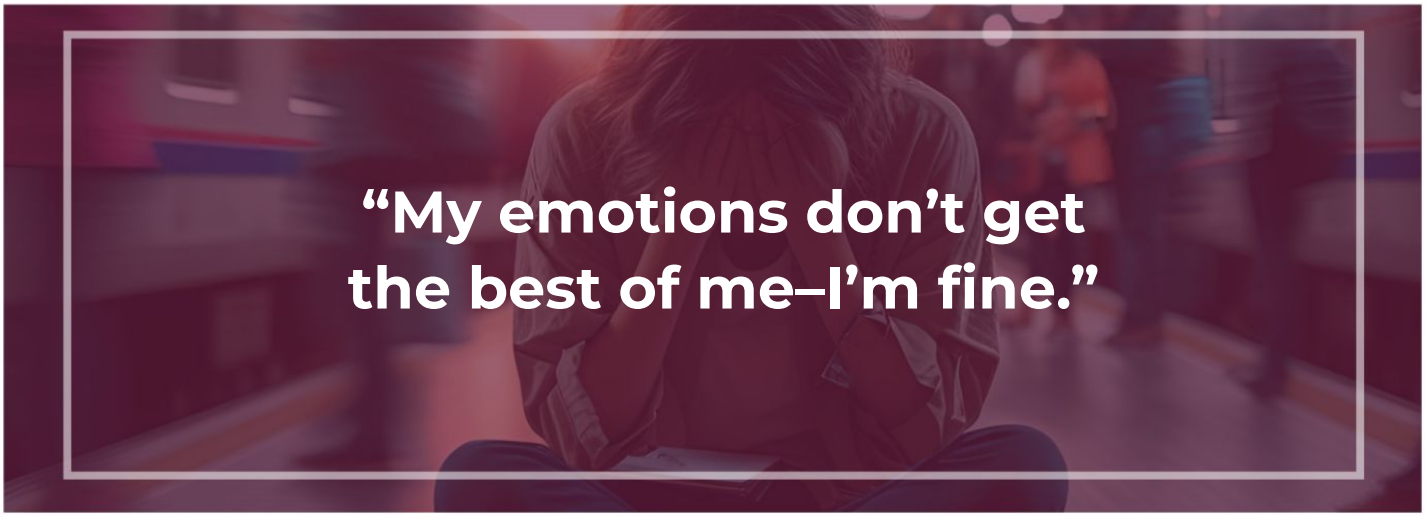
Consider how often you've had to use your firearm in the line of duty. For most, the answer is "rarely." Now compare that to how often you find yourself in tense verbal exchanges—with incarcerated individuals, probationers, parolees, coworkers, members of the public, or family members. These emotionally charged encounters happen daily, and if not handled with skill, they can quickly spiral into conflict.

Yet despite the risks of emotional "misfiring," corrections and other public safety professionals often invest little deliberate effort into managing this powerful weapon with the same discipline they bring to physical tools of the trade.

Emotional Shutdown

For some, the issue may not be inappropriate firing of emotions. Rather, it may be having a firearm that is jammed—not firing at all or requiring substantial effort to clear the obstruction and fire. In that case, people are experiencing emotional numbness. They may think, *"My emotions don't get the best of me—I'm fine."* Or even, *"I don't feel anything at all. I'm shut down."*

That emotional numbness is a malfunction and a warning sign. It can signal conditions like post-traumatic stress or depression. Emotional numbness might be like an earthquake rumbling deep underground—it may be happening, even if it hasn't surfaced yet. Even if it doesn't, it still robs people of their quality of life, because part of being alive involves being able to feel. Emotional numbness is like losing your sense of smell or taste—you can eat, but you can no longer enjoy the meal.



Emotional Mastery as a Professional Asset

What if some of the tense exchanges you face could be avoided—or at least de-escalated? What if you could reclaim your ability to fully experience your emotions safely, and be present in the moment? Better yet, what if you could harness those emotions to create more positive outcomes in high-stress situations?

That's where emotional intelligence comes in.

Understanding and skillfully managing emotions—both your own and others'—gives you a powerful advantage. It contributes to a safer, more secure workplace by improving your ability to problem-solve and de-escalate effectively. It also lowers stress and helps build more cooperative relationships.

Being emotionally literate means knowing how to identify your emotions, regulate their intensity (like turning the volume down on the radio), and also help others calm down. In this way, "qualifying with your emotions" is just as important as qualifying with your service weapon. It can help prevent excessive use of force, retaliation, emotional shutdown after failure, and avoidance of necessary confrontation.

Emotional Processing: Clearing the Backlog

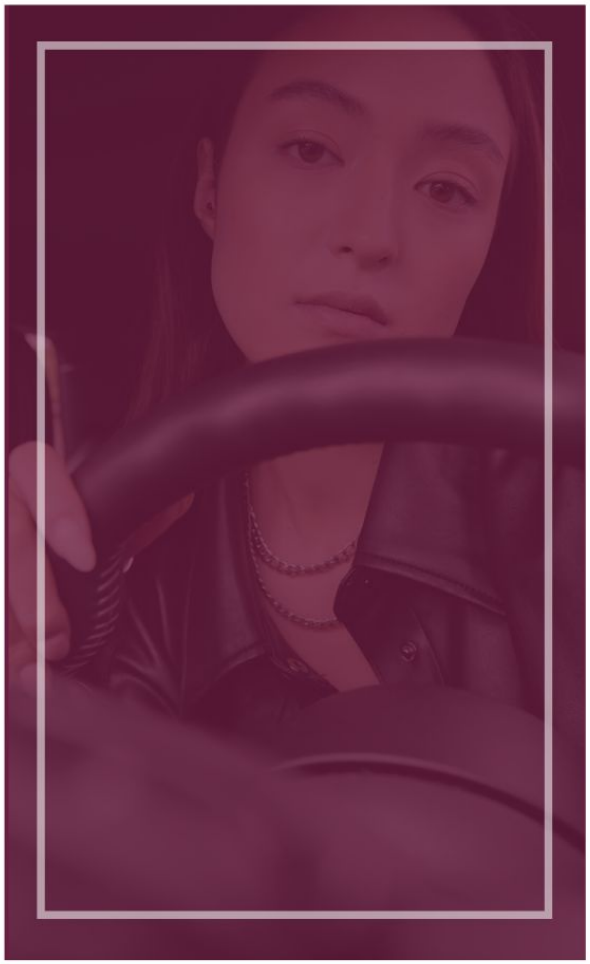
Qualifying with your emotions starts with becoming aware of your internal experience—your feelings, thoughts, urges, and motives. Developing emotional awareness and regulation also takes courage: the willingness to sit with discomfort and, at times, revisit painful memories in order to heal and grow. Equally essential is the ability to be vulnerable with trusted individuals and open to their honest feedback about your demeanor and your behavior.

Working with a skilled therapist can be invaluable in this process. They can help you learn the basics—accurately identifying emotions and managing them through a range of effective strategies. One of the most powerful ways to manage emotions is through *emotional processing*—the act of understanding and integrating stressful experiences so they don't keep causing emotional pain.

Difficulty in identifying, processing, and expressing one's own emotions is associated with physical symptoms like gastrointestinal distress, low-back pain, fatigue, headaches, and also with anxiety disorders and depressive disorders.[1, 2]

Processing helps convert distressing events into “digested” and “filed” memories—ones that no longer “hijack” your nervous system. This can be done in a number of different ways, such as through making time to be alone and “listen” to what you’re feeling and thinking. Such inner “listening” can be accomplished through writing, drawing, painting, listening to music, taking a long walk or a long drive, or talking to someone who is a good and caring listener.

Research, for example, shows that **expressive writing**—writing down how you feel and why—can reduce health problems, anxiety, depression, and even improve immune function and academic performance. Writing for just 15–30 minutes can make a difference.[3] If writing or drawing isn’t your style, engaging in intense physical activity—like a tough workout—might help you connect with your emotions through your body. Paying attention to how different body parts feel may act as a doorway to increased awareness of what emotions you are experiencing. Think of your jaw clenching, stomach muscles tightening, your heart racing.



Emotional Outbursts and Emotional Brakes

Emotional outbursts are like driving a vehicle with faulty brakes—you can’t slow down, steer properly, or stop when needed. Emotional regulation can help repair those brakes, giving you control to navigate safely. It also provides “off-ramps” that let you exit the emotional danger zone, giving you space to “cool down,” reflect on the situation, “get a grip” and consider your options—so you can make a rational decision you’re less likely to regret.

Unregulated emotion is a sign that you've lost control of the steering wheel. To regain it, the rising intensity of an emotional outburst must be brought under the guidance of conscious choice. In contrast, overcoming emotional numbing requires a different kind of work: slowly peeling back protective layers and relearning how to feel—safely and intentionally.

Emotional Avoidance in Corrections and Other Public Safety Cultures

In corrections and other public safety cultures there's a dominant culture of toughness—one that values appearing unshaken, as if nothing rattles you. Many staff members try to block or deny painful emotions to avoid appearing weak. This leads to coping through high-adrenaline activities or substances like alcohol to suppress the stress.

But emotional suppression doesn't make frustrations or heartaches evaporate. They simply *pack, stack, and leak*. The result? Irritability, explosive anger, sleep problems, emotional withdrawal, and, often, substance misuse. Even events that *almost* happened—near misses—can leave lasting emotional residue. These incidents affect staff deeply, even if no one was harmed. Without processing, these emotional injuries fester.

Why Emotional Processing Matters

Emotional processing offers an infinitely healthier alternative to white-knuckling it or stuffing it. Processing is like transforming milk into cheese. It's a deliberate act that requires specific "ingredients"—such as conditions, time, and effort. Psychologist S. Rachman defines it as "a process whereby emotional disturbances are absorbed and decline to the extent that other experiences and behavior can proceed without disruption."[4]

Processing is like transforming milk into cheese. It's a deliberate act that requires specific "ingredients" such as conditions, time and effort.

A Step-by-Step Example

Here's one way to process a stressful event:

1

Review what happened.

Write or talk about it:

- Not just to vent
- Not to blame
- To reflect on it in order to grasp what took place

2

Assess the impact.

Ask yourself how the event affected you:

- Physically
- Emotionally
- Relationally
- In your beliefs, basic assumptions, or expectations

3

Interpret the event.

Ask yourself how you perceived what happened:

- What feels threatened here—my physical safety, job, reputation, health, relationships, financial security, or ….?
- Is the threat real or imagined?
- Am I taking things too personally?

4

Reframe and learn.

Ask yourself:

- Am I reacting based on heated emotion or logic?
- What's the wisest course of action that aligns with my values and who I strive to be as a professional and as a person?
- Is there anything I need to own or make right?
- What can I learn from this situation?
- Where might I adjust my expectations or behavior?

Sometimes, events are so distressing that you may need the help of a professional counselor or spiritual advisor to process them fully. You can also consider going through these steps with a trusted loved one.

Anger and Health: A Price Too High

It's natural to feel angry or defensive when we're insulted, exploited, or disrespected. But reacting with "fire for fire" can cause major damage—to your relationships, your health, and your peace of mind.

Habitual "fight" reactions activate the body's stress response, which over time can contribute to cardiovascular disease, gastrointestinal issues, skin conditions, respiratory problems, and sleep disturbances plus all the problems associated with insufficient or poor-quality sleep. Alarmingly, research shows that the risk of heart attack increases nearly fivefold, and the risk of stroke more than triples within two hours of an anger outburst.[5]

The Bottom Line: Emotional Regulation Takes Work

Regulating emotions comes down to a four-letter word: **W-O-R-K.** WORK, as in practice. But with practice, it becomes easier and more rewarding. You won't get it perfect every time, but you will make progress.

So, remember: Each time you **choose to manage your emotions skillfully**, you move toward **better health, stronger relationships, and a more satisfying career**.

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Editor's Notes:

1. Many thanks to Joe Zonno, PhD, for his thoughtful editing and valuable contributions and insights, which helped strengthen this article.
2. The following article presents two accounts written by staff, sharing their experiences with emotional dysregulation—specifically, anger outbursts and emotional numbing.

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Examples of Emotional Dysregulation

Contributed by anonymous corrections professionals. Reproduced with permission.

Out of Control

Work is getting out of control. We had an emergency yesterday. I guess what really burns me is that no matter how hard you try or how well you do, the management still says it's not good enough.

During yesterday's emergency I was responsible for controlling all of the doors allowing staff to respond. Enough staff responded within one minute that the emergency was cleared in just over a minute.

The Captain sent a Lieutenant to chew me out because he had to wait more than five seconds at a door. He was upset that other staff beat him to the emergency and he wasn't the first responder to the incident. I told the Lieutenant that I don't send responders to emergencies by rank. I send them by who can get there fastest. The Captain is one of these past Tactical Team leaders and a *hoo flung doo* expert who thinks he is "Mr. Emergency". I asked the Lieutenant if supervisors had magical powers that the rest of us didn't possess allowing them to resolve emergencies better than us.

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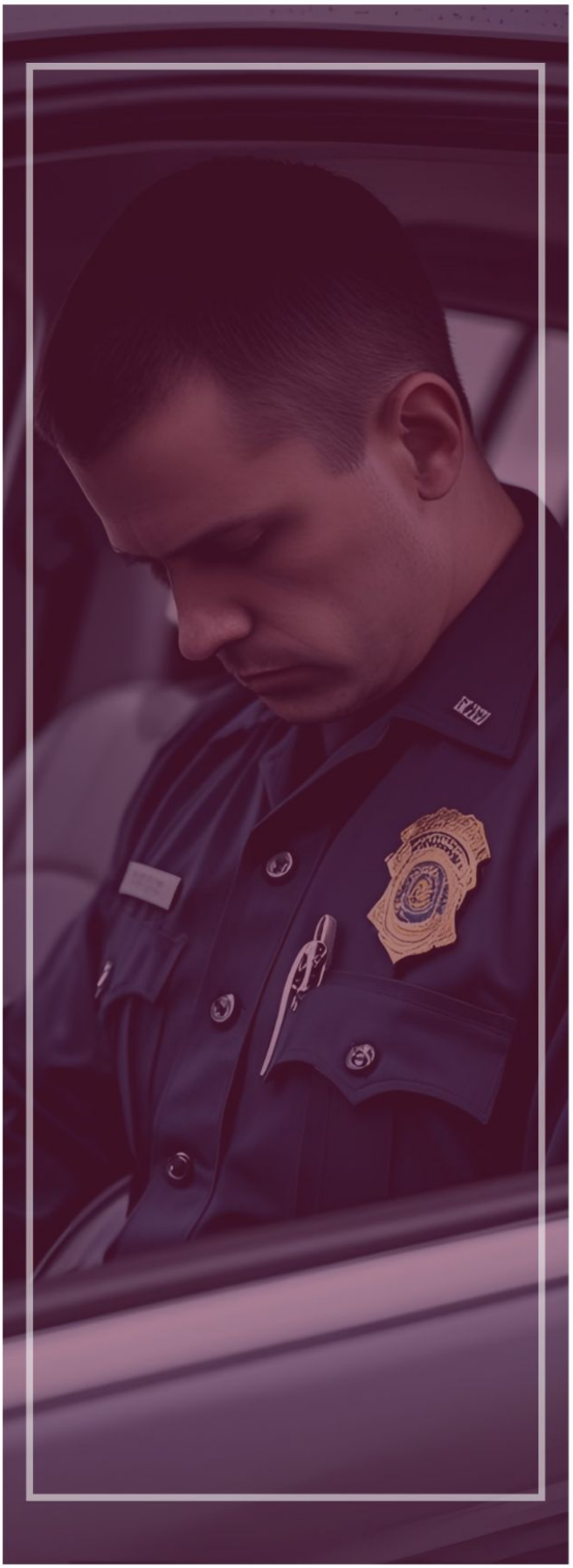
I was so mad after the conversation that I had with this Lieutenant that I felt like I could have exploded. I drove home last night like a mad man. One time I looked down at my speedometer and saw that I was going over ninety-five miles per hour.

Once I got home I sat in my car and screamed like I was possessed and until my throat hurt. I walked in the house and decided I'd better sleep in the spare room. I was ready to take my anger out on anybody right then. I'm still mad about it now, but I at least have enough focus not to take it out on my family.

What really burns me about this whole situation is that other staff members told me what a great job I did, and I was really feeling good about how I reacted, and the fact that no one was hurt responding. It's a relatively new post for me and it's one of the most challenging in the institution.

Then toward the end of the shift the Lieutenant tells me what a crappy job I did. It's like they do it on purpose just to burst your bubble. What I hate the most is that I become so angry that I feel possessed, like if someone approached me the wrong way I could just beat them and never stop. When I feel this way, it doesn't matter who it is, I just want to let loose on something or someone.



Band-Aids of Armor

Staff learns to apply a thin layer of “Machismo” as a result of each incident they experience. It’s like a Band-Aid. But this type of Band-Aid doesn’t protect the wound from infection or aid in the healing process. Instead it covers and seals in your emotions and your feelings; otherwise you’re “weak”, a “punk”, or a “sissy”. Because we all know, “Maximum security staff are the real gladiators, and we run these inmates.”

After a while and numerous incidents, you have so many Band-Aids on you that inmates can’t penetrate them and get to you or your “old” heart. The only problem is the Band-Aids don’t come off after work. They stay on. So you live your life and miss all the beauty and the real experiences because you are a heartless, emotionally numb, and desensitized a---.

You see an awful car accident with injuries, big deal. You have a friend that gets hurt really bad, big deal. Your family member dies in his fifties and you truly love the man, big deal. An inmate gets stabbed 47 times, big deal. You get mad because your kid wrecks his bike and cries because he skinned up his knees, big deal. Tell him to man-up and quit being a baby and walk away.

Then, if you are blessed, your friends and family or maybe a co-worker persuade you to go to a counselor and they begin the long process of removing your Band-Aids. Then slowly over time you realize, “S- - -.
I hollered at my kid because he wrecked his bike and hurt his knees. He is only 10.

I should have picked him up and carried him inside, babied him a bit and taken care of him. Let him know I am here for him and can take care of him. But, that’s not the gladiator way! I have to be tough because I have several years in corrections and 500+ Band-Aids of armor to show what a tough guy I am. How frustrating! I can’t wait for the rewarding part, when I can look in the mirror and feel like a normal human being.

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It's Just Bumpcus

By an Anonymous Retired Officer

I was in the checkout line early in the morning at a local big box store a couple of weeks before Christmas. There was a hold up on one of the items I was purchasing and suddenly my heart started pounding, my mind racing, and then this wave of anxiety suddenly came over me. I was in panic mode. I ran out of the store and into my vehicle. I collapsed in the driver's seat and started sobbing uncontrollably. After a few minutes I got myself composed and headed home. To say that going Christmas shopping on this morning was a truly bad idea, well, that would be an understatement. I thought that I could pull it off, but I was dead wrong. I didn't know. I had never been through what occurred less than two days before. I had no point of reference. None!!! This was my first time being attacked.

Webster's Dictionary defines **trauma** as **"an injury (such as a wound) to living tissue caused by an extrinsic agent; a disordered psychic or behavioral state resulting from severe mental or emotional stress or physical injury."** Trauma is the Greek word for "wound" although the Greeks used this term only for physical injuries. **Nowadays trauma is just as likely to refer to emotional wounds.**

Less than two days earlier, I was working in our Disciplinary Segregation Unit, and we were releasing an inmate due to his time being completed. I took the last cuff off his wrist and turned to get his dress clothes out when I suddenly felt sharp pains in my face. I realized that I was being attacked. I quickly turned toward him, putting up my hands to block the onslaught while pushing back on him toward the corner we were in and gaining control over him. All of a sudden, I heard one of my coworkers yell that I was being attacked and quickly came to my assistance. We got him secured and then placed him in a holding cage. He would soon be transported to another institution.

I was escorted to a room next to our Superintendent's Office where I would be able to take a few minutes to regroup before phoning my wife to let her know what had happened and the hospital I was being taken to. I was then transported by a coworker experienced in Peer Support to a hospital to be evaluated.

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When we arrived at the hospital Emergency Department and went to the check in desk, my coworker explained what happened, and that I needed to be seen. The admitting person replied, and I kid you not, "Oh, this happens all the time." We waited in the Emergency Room for a short period of time before we were called. The Emergency Room doctor did a fairly quick examination of me and deemed me to be ok. No concussion and very minimal damage. My coworker then said in no uncertain terms that what he had done was unacceptable. She was very, very persuasive, adamant and assertive. Soon, and I mean soon, blood was drawn, x-rays were taken and my care went up several levels. I will never, ever forget that. Thank you, Ruth.

What I was experiencing in the big box store that morning wasn't from the physical injuries as they turned out to be just a few bruises and a back-muscle strain, but from the emotional injuries that I had received that day. The yucky stuff from the trauma was setting its ugly teeth into me.

Mainly because of the back-muscle strain, I was placed on light duty for a few weeks so I could heal up. It actually turned out to be a good thing, although at the time, I wanted to get back to my real job as quickly as possible. After three weeks, I was cleared to return to full duty.

Mainly because of the back-muscle strain, I was placed on light duty for a few weeks so I could heal up. It actually turned out to be a good thing, although at the time, I wanted to get back to my real job as quickly as possible. After three weeks, I was cleared to return to full duty.

The questions in my mind started right after the attack. Would this attack impact me to the point that I just would not be able to do this job any longer? I fought the doubts, the voices in my mind, and I tried to stay positive, but it was hard. In my career, this was the first time I had been attacked. When I was cleared to return to full duty, it started getting real though.

As I got dressed that morning, I was incredibly anxious and admittedly scared. Again, those voices of doubt were raging, and I was fighting to keep them at bay. Entering the Disciplinary Segregation Unit that morning was surreal, but I absolutely could not show it. You know the inmates can tell if you're scared just like a shark smells blood in the water. My coworkers needed an asset, not a liability. It was tough doing those first-tier checks. At some point in the day, I went into the room where we stored the dress out clothes, near the corner where I had been attacked.

I stepped inside that room and grabbed a bath towel off the shelf and buried my face in it and started crying. I rarely cry.

My coworkers, God bless them, were so great, along with other staff. Life got better, and I hung in there, but it was darn tough at times. I had doubts at times that I could make it back, that I would recover and would go on to have a productive final chapter of my career. You see, like with physical injuries, the scars remain and, in fact, they still linger to this day, although I am retired.

I want you to know something that I learned from experiencing this and observing peers. Trauma and the severity of it are different for every single person. Trauma for you, for me, for everyone else is different in so many ways. It is yours, you own it and have to deal with it. I'm sure you have probably heard this in training or have been told this by a coworker, but when you experience it first hand, it seems like you are the only person going through it. Anyone that says for you to just suck it up, to deal with it, to just get over it and drive on is just talking Bumpcus.

Anyone that even hints that you are weak or not a team player, it's just Bumpcus. When those seeds of doubt come calling in the middle of the night when you wake up at two AM, and you think that you should not be feeling like this, well, that is just Bumpcus. When you start thinking that maybe this career is not for you, well, just say it with me, "That's Bumpcus."

When I was on light duty for three weeks after the incident, it gave me time to process, to wrap my head around it, and most importantly, to heal. Dealing with the trauma of this job is tough and takes us places that are very dark sometimes, but you are stronger than you might realize and you will make it through. One of the toughest things I had to do during this time was to ask for help as we are not wired to ask for help. You have a lot of resources at your disposal that earlier generations did not have. I strongly encourage you to use them.

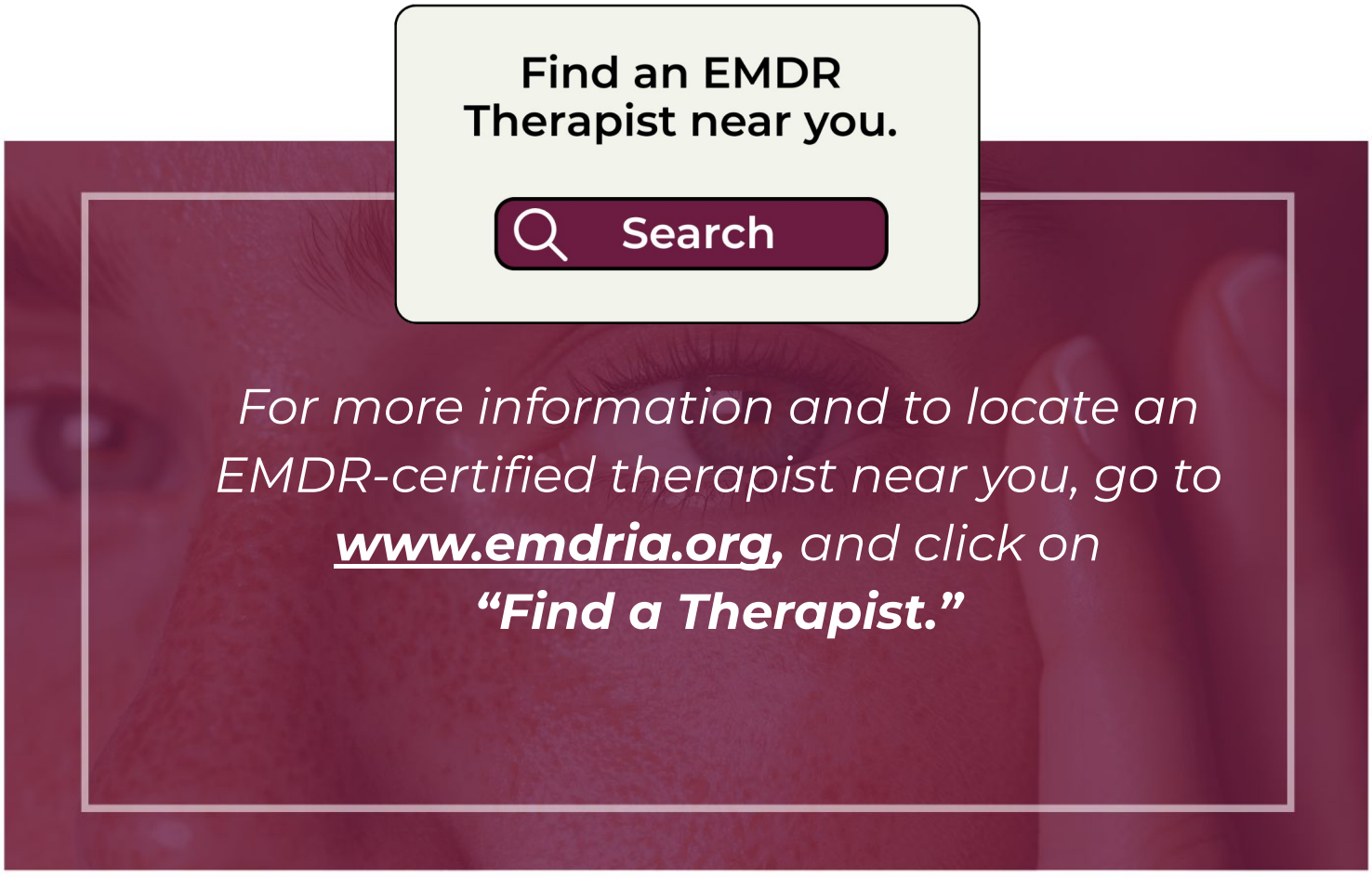
"It's Just Bumpcus!"

Editor's Notes:

We thank the author of the above article for courageously sharing a glimpse into his battles with post-traumatic stress. We would like to add that ***Eye Movement Desensitization and Reprocessing (EMDR)*** *is a structured, evidence-based therapy designed to help individuals process and reframe traumatic experiences. EMDR is especially effective for post-traumatic stress resulting from single-incident traumas like the one described in this article.*

Research shows that EMDR can significantly reduce the emotional intensity and intrusiveness of trauma symptoms—often in as few as one to three sessions. It also helps replace distressing thoughts with healthier, more adaptive ones that can foster post-traumatic growth.

EMDR is endorsed as a first-line treatment for PTSD by the ***World Health Organization (WHO)*** *and the* ***U.S. Department of Veterans Affairs/Department of Defense (VA/DoD).*** *It is also recognized as an evidence-based treatment by the* ***American Psychological Association (APA).*** *For more information and to locate an EMDR-certified therapist near you, go to* ***www.emdria.org,*** *and click on* ***"Find a Therapist."***



BACK TO TOP

The Gift of Going First: The ROI of Culture Shift by Setting CF2F Up for Success

By Stephanie Rawlings, MSc

Investing in staff wellness in corrections isn't just about launching a new program or ticking off a checklist. It's about changing a culture. And when it comes to setting the "**From Corrections Fatigue to Fulfillment™" (CF2F)** course up for success, **that culture shift starts at the top**—with leadership's behavior, not just their words.

We've all heard the statements: ***"We care about employee wellness,"*** and ***"Staff wellbeing is a priority."*** These sentiments are well-intended. But frontline staff are less interested in the press releases and more attuned to what actually gets modeled day-to-day.

In corrections, **what gets noticed isn't what's said—it's what's done**.

Why Leadership Must Go First

One of the strongest signals to staff about the value of any initiative—especially one as personal as CF2F—is when administrators are the first to **invest their time** into it. And let's be clear: we're not talking about sending out an email, assigning someone else to attend, or skimming a briefing document before a 15-minute debrief.

CF2F is different. It's not a tactical training. It's not about compliance or operations. It's about changing how we work, how we relate to one another, and how we survive and thrive in this demanding profession. Leadership must show up—fully. And when they do, the impact can ripple through an agency or facility in profound ways.

Here's why...

1

It Signals True Buy-In

Saying you support wellness and **buying into** the process of culture change are miles apart. Corrections professionals are human lie detectors—they can smell "checked box" leadership a mile away. When leadership participates in CF2F first, it says: *We're not just endorsing this—we're experiencing it*. That simple act of going first speaks louder than any wellness week or flyer ever could.

2

It Aligns Values with Behavior

You can't promote a culture of wellness and simultaneously make decisions that contradict it. Employees notice when messaging says one thing—*"we care about your wellbeing"*—but behavior says another: increased mandatory overtime, resistance to schedule flexibility, dismissive responses to mental health conversations. Leadership attendance in CF2F is a tangible way to **close that credibility gap**. It makes your commitment visible and aligns your values with your actions.

3

Your Wellness Matters Too

Sometimes administrators believe wellness programming is good—**for *them***. The staff. The officers. The frontlines. But **not for me**. That's a dangerous misconception.

Every leader in corrections has been affected by Corrections Fatigue in some way—whether by feeling its effects personally, contributing unknowingly to someone else's burnout, or mourning the loss of a colleague who couldn't recover from it. **You are not immune.** Your pain, your stress, and your healing all matter. **Participating in CF2F isn't just a leadership move—it's a human one.**

4 It Opens Your Eyes to the Truth

There is often a wide gap between the culture that *exists* and the culture leadership *believes* exists. And this is not a criticism—it's an invitation to lead with humility and curiosity.

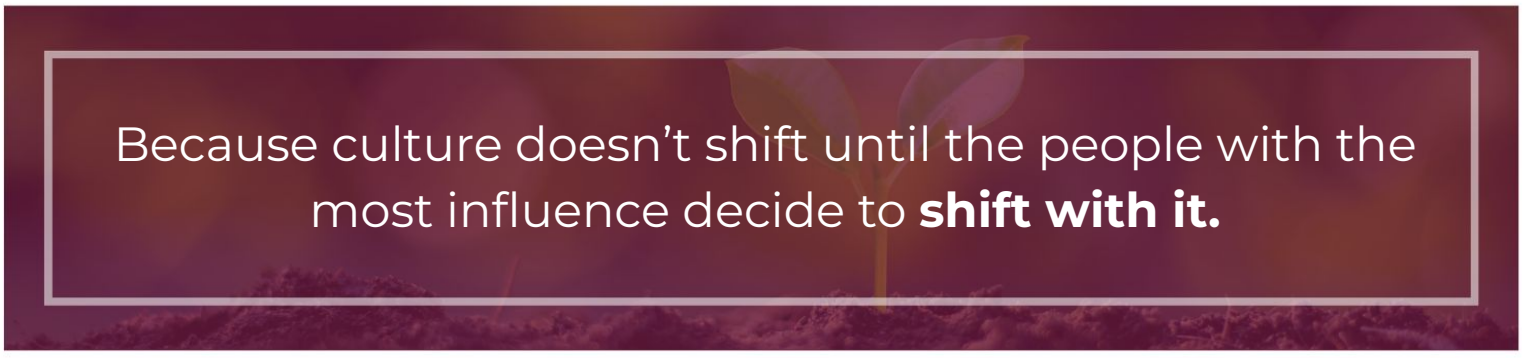
As someone who has spent countless hours listening to staff share heartbreak, anger, and despair about their workplace, I can say this with conviction: **leaders often don't know what they don't know**. While administrators may describe their agency as "a happy family," employees may feel disconnected, unseen, and defeated.

CF2F gives leaders a clearer view of the real emotional landscape inside their organization. And only from a place of truth can we begin to build something better.

Culture Change Is the Real ROI

The return on investment for leadership participation in CF2F isn't measured in spreadsheets or statistics—at least not at first. It shows up in hallway conversations. In morale. In trust. In fewer critical incidents. In the way people look out for one another. **CF2F isn't just a training. It's a turning point.**

If you want real results—reduced burnout, stronger teams, increased retention, and a sustainable culture of wellbeing—then leadership must lead. With their time. With their presence. With their willingness to go first. Because **culture doesn't shift until the people with the most influence decide to shift with it**.



Coming to Minneapolis!

FROM CORRECTIONS FATIGUE TO FULFILLMENT™

In-Person Instructor Training

Are you ready to bring meaningful, lasting change to your facility? We're gauging interest for an in-person Instructor Training course for Desert Waters' award-winning *From Corrections Fatigue to Fulfillment™ (CF2F)* in the Minneapolis region!

Why CF2F?
This powerful, evidence-informed course is designed to reduce staff's Corrections Fatigue, and, when properly taught in a climate that supports staff wellness top-down, boost morale, retention, and professionalism across your agency.

- **Includes** 3-year training license, all materials/media, 2 hours of individual follow-up virtual coaching, and agency consultation for implementation.
- **Send** your carefully vetted staff to become certified to train CF2F in-house for 3 years!

Cost: $1,695 per Instructor Candidate + travel for 2-3 master trainers
Class Size: 12-36 participants
Dates: To Be Determined Based on interest

Interested? Let's bring this life-changing training to your region.

Email us at **admin@desertwaters.com** to express your agency's interest! We'll assist you with the vetting process for instructor candidates.

EMAIL US!

QUOTES *of the month*

Because emotions, their functions, and their management are central to our lives, this month we share several noteworthy quotes on the topic.

“Crying does not indicate that you are weak. Since birth, it has always been a sign that you are alive.”
— **Charlotte Brontë**

“Your emotions make you human. Even the unpleasant ones have a purpose. Don't lock them away. If you ignore them, they just get louder and angrier.”
— **Sabaa Tahir**

“In order to move on, you must understand why you felt what you did and why you no longer need to feel it.”
— **Mitch Albom**

IN MEMORIAM

Never Forgotten

Fredrick Coleman

Sergeant

Arkansas Department of Corrections

Francisco Flattes

Detention Officer

Cherokee County Sheriff's Office, North Carolina

Line of Duty Death

Aaron Gill

Sergeant

Massachusetts Department of Correction

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DESERT WATERS
CORRECTIONAL OUTREACH

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Mission

Improving the wellbeing of corrections and other public safety professionals through training, consulting, and other essential resources to foster resilience, mental health, and overall wellness in these challenging professions.

Disclaimer

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Support Desert Waters Correctional Outreach

We are a 501(c)(3) nonprofit organization dedicated to enhancing the well-being of corrections staff and other public safety professionals, and to also assist their families. Contributions by individuals like you enable us to offer some services at no cost, and to keep our products affordable for agencies. Consider joining us in our mission by making a **tax-deductible donation** today. Thank you for your support!

Desert Waters Correctional Outreach is a non-profit corporation which helps correctional and other public safety agencies counter Corrections Fatigue in their staff by cultivating a healthier workplace climate and a more engaged workforce through targeted skill-based training and research.

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