

***Beverly J. Anderson, Ph.D., B.C.E.T.S.***  
***President, Beverly Anderson Associates, Inc.***

901 East Capitol Street, SE  
Washington, DC 20003  
W: (202) 546-9684  
FAX: (202) 546-9655

**Summary:** Twenty years of experience in employee assistance programs, human services administration, psychological evaluations/psychotherapy with law enforcement officers, teaching, critical incident debriefings, trauma consultations and expert witness testimony.

**Education:** Southwest University  
Ph.D. Counseling Psychology, 1993  
Graduated with highest honors

The Fielding Graduate Institute  
An APA-approved Graduate School in  
Professional Psychology  
Ph.D. Student/Clinical Psychology, 1990

Rhode Island College  
M.A. Counseling Psychology, 1980  
Graduated with highest honors

University of Massachusetts/Dartmouth  
B.A. Psychology & Education, 1976  
Graduated with highest honors  
Ranked 1st in class of 1228

**Advanced Training:** Neuropsychological Testing  
John Breeskin, Ph.D., ABPP  
1990 - 1993

Neurobehavioral Assessment & Intervention  
(Pediatric School - Neuropsychology)  
120 hours post doctoral training to assess  
neurologically impaired children and adolescents.  
Neurobehavioral Training Associates, Inc.  
1993 - 1994

**Licenses/Certifications:** District of Columbia License/PRC 315

Certified Addictions Counselor  
1984, 1989, 1992, 1993

Qualified Legal Expert in Trauma & PTSD  
Superior Court, District of Columbia  
State of Maryland  
Montgomery County Police/Trial Board

Practitioner of Hypnotherapy

American Hypnosis Training Academy, 1995

Board Certified Expert in Traumatic Stress  
Diplomate, The American Academy of Experts in Traumatic Stress  
1996

Selected to serve on The Board of Scientific & Professional Advisors for The  
American Academy of Experts in Traumatic Stress  
1997- Present

American Board of School Neuropsychology, Inc.  
Secretary/Treasurer  
Board of Directors  
1999-Dec. 2002

### **Employment History**

1997 – Present

**Adjunct Faculty: University of Maryland/University College**  
Instructor: Psychotraumatology (under contract with  
Dr. John Breeskin, Licensed Clinical Psychologist)

1997 – Present

**Adjunct Faculty The Union Institute**  
Doctoral Program in Clinical Psychology

- History & Systems in Psychology
- Social Psychology
- Psychotraumatology
- Human Sexuality
- Theories of Psychological Assessment
- Personality Theories
- Critical Incident Debriefing  
for Psychotherapists

1997 – Present

**Appointed to Dissertation Committee of Four Doctoral Clinical Psychology  
Students**

1996

**Consultant/NBC Studios, Washington, DC**  
Workplace Threat Assessment/Stalking Case of News Personality

1994 - Present

**The American Academy of Police Psychology, Inc.**  
901 East Capitol Street, SE  
Washington, D.C. 20003

#### **President**

The first organization of its kind to address the unique concerns and stressors of the law enforcement community. Membership is comprised of professionals from such diverse fields as law enforcement, psychology, psychiatry, social work, counseling, government and the ministry.

1988 - Present

**Metropolitan Police Employee Assistance Program**  
901 East Capitol Street, SE  
Washington, D.C. 20003

#### **Clinical Director/Program Administrator**

A unique psychological services program delivering full range counseling services

to 3,800 police officers and their family members. Services include: Post Shooting Trauma Groups, Emergency Interventions, Post Critical Incident

Debriefings, Hostage Negotiations, Marital/Couples Therapy Groups, Alcoholism Counseling, Relapse Prevention, Co-Dependency Groups, Play Therapy, Individual Counseling, Neuropsychological Assessments, Training and Educational seminars for officials, officers, recruits, family members, hostage negotiators, homicide detectives, youth services, child abuse investigators, and other specialized units.

1993 - 1994

**Fairfax Hospital Trauma Services  
INOVA Medical Aircare**

**Consultant:** Trauma debriefing and symposium faculty lecturer.

1991 - 1997

**National Transportation Safety Board**

**Faculty/Lecturer:** Accident Investigators School  
Advanced Accident Investigators School

1989 - Present

**Beverly Anderson Associates, Inc.**  
901 East Capitol Street, SE  
Washington, D.C. 20003

**President & CEO** of corporation specializing in employee assistance programs, psychological services programs, high stress occupations, trauma debriefings, and alcohol and drugs in the workplace.

1988 - 1994

**Federal Bureau of Investigation  
Defense Intelligence Agency**

Consultant: Trauma Debriefings/Psychological Services/Drug-Free  
Federal Workplace Training - HIV/AIDS

1987 - 1988

**Resource One, Inc.  
Vice President, Washington Operations**

Developed Washington Base of operations for contract EAP services resulting in several contract awards.

1982 - 1987

**The Psychiatric Institute of Washington, D.C.  
Director, Occupational Health Services**

Consulted for management on employee relations, performance problems, substance abuse and occupational health issues in 50 companies in Washington Metropolitan Area.

Managed employee counseling and referral staff in D.C., Maryland and Virginia. Duties included training psychiatric nurse therapists to deliver evaluation and referral services for employees of corporations and law enforcement agencies.

Developed and administered employee assistance program services for 15 corporations to include law enforcement agencies within the Washington Metropolitan Area. Appeared on television interviews regarding stress in law enforcement and the juvenile firesetter.

1982

**Environments for Human Services, Inc.**

A Virginia corporation with offices in Richmond and Falls Church providing residential treatment services to emotionally disturbed adolescents in 38 group homes statewide.

**Consultant:**

- Responsible for meeting state licensing requirements for all group homes in Northern Virginia. Directed the opening and licensing of four new facilities.
- Re-wrote all personnel policies and procedures and job descriptions for the agency.
- Established a training program for all EHS staff.
- Set standards for care under state mandates.
- Clinically supervised directors of each group home facility.

1981 - 1982

**Bristol Community College**

Fall River, Massachusetts

**Coordinator, Center for Business & Industry****Psychology Instructor**

- Developed credit and non-credit courses offered on-site for employees of several corporations.
- Hired and supervised program directors, psychologists, nurses, secretarial instructors, and vocational/technical trainers.
- Taught college level courses in Child Development, Abnormal Psychology, General Psychology. Provided EAP services to a large law firm, and two retail-clothing manufacturers.

1979 - 1981

**Dr. John C. Corrigan Mental Health Center**

Fall River, Massachusetts

**Assistant Staff Psychologist**

- Responsible for writing a \$2 million staffing grant for a large community mental health center.
- Administered Neuropsychological Assessments.
- Planned, developed, and implemented inpatient, residential, and outpatient programs. (Birth-to-Three/Early Intervention, Children's Emergency Services, Children's Outpatient Programs, Adolescent Unit.)
- Designed and implemented a system of monitoring and evaluation of all mental health inpatient, residential and outpatient programs.
- Directed the licensing of residential group home facilities for deinstitutionalized state hospital patients.
- Provided consultation services to the Bristol County District Attorney in the area of child abuse that resulted in an interagency contract between the Massachusetts District Attorneys and the State Department of Social Services.
- Advised Fall River Domestic & Family Court re: disposition of all cases involving minor children, child abuse and neglect, all other mental health issues.
- Served as administrative representative for the Department of Mental Health at State Level.
- Provided clinical services for children and families. (Play Therapy/Family Therapy)
- Maintained a private practice with Jose Sousa, MD.

## Professional Affiliations

- The American Academy of Experts in Traumatic Stress, Selected to Serve on the Board of Science & Professional Advisors (1997 – Present)
- Selected to Serve on the Board of National Institute of Ethics
- American Psychological Association
- Association of Employee Assistance Program Practitioners, Inc. (Vice President 1988 - 1989)
- American Association Counseling & Development
- Law Enforcement Behavioral Sciences Association (LEBSA) 1989-1995
- Served on Mayor's Advisory Council on Alcoholism Washington, DC (1983 – 1985)

## Media

- Featured in Channel 4 News Video, "Cops Under Fire" 1988
- Featured in video, "Blueprint For Recovery," International Sheet Metal 1996  
**Consultant/NBC Studios, Washington, DC**  
Workplace Threat Assessment/Stalking Case of News Personality Workers.
- Associate Editor for National Newsletter, AIDS Workplace Update.
- Featured in CNN Special on Police Stress. 1991
- Provided "Expert Testimony" for Congressional hearing on Police Stress. 1991
- Featured speaker on PTSD in Police Officers, Good Morning America. July, 1991
- Featured CNN, Police Trauma Syndrome® and Excessive Force. 1996
- Featured Good Morning America and Good Morning America– Sunday, Police Trauma Syndrome®. 1996
- Featured speaker on Police Trauma Syndrome®, The Geraldo Rivera Show 1997
- Featured on Channel 9 special, "Beyond the Badge." 1997
- Featured speaker, *Black Entertainment Television* on Police Suicide and Police Stress, October 1998
- Featured speaker, The Learning Channel, "Behind the Badge." 1999

## Writings/Publications

- *Psychological Services for Law Enforcement: Design & Implementation, 1992*
- *Legal, Ethical & Professional Practice Issues for Police Psychologists, 1992*
- *Post Traumatic Stress Disorder in Law Enforcement Officers, 1993*
- *Fetal Alcohol Syndrome: What You Don't Know Can Hurt, 1981*
- *The Role of the EAP Practitioner in Managing AIDS, 1988*  
*AIDS Workplace Update*
- *Talking to Children about Divorce, 1987*
- *Stepfamilies: A Guide to Survival, 1987*
- *Helping Children Deal With Death, 1987*
- *The Echoes of Violence in the Police Family (Series of Articles, 1993)*
- *Critical Incident Debriefing Information for Officers and Families*
- *Post Shooting Trauma, 1996*
- *What Parents Should Know About Psychological Testing, 1994*
- *Police Suicide: Understanding Grief & Loss, 1998*
- *Confidentiality in Counseling: What Police Officers Need to Know, 1998*
- *The Psychohistory of Trauma, 1998*
- *Life After Breast Cancer: Surviving & Thriving, 2002*

### **Expert Witness Testimony**

- Police Trauma & PTSD in Police Officers
- Child Abuse Assessments
- Childhood Trauma (Effects of Witnessing Parental Homicide and Suicide)
- Posttraumatic Stress Disorder
- The Effects of Traumatic Exposure

### **Research**

- 1992 - 1997 National Institute of Mental Health/Laboratory of Developmental Psychology - "Secondary Effects of Police PTSD on Children of Police Officers."
- 1997 NIMH - Repetitive Transcranial Magnetic Stimulation (RTMS) in Acute and Chronic PTSD

### **Inventories/Tests**

- Alcohol Assessment for Law Enforcement Officers 1989
- Life Change Units for Law Enforcement Officers 1985
- Law Enforcement Events Scale (LEES) - Revised 1996
- Stress Scale for Children of Law Enforcement Officers 1993
- Behavioral Checklist for identifying and assisting the Officer in Trouble 1991- Revised 1992
- Police Post Shooting Impact Scale 1997
- Police Critical Incident Impact Scale 1997

### **Courses**

- Stress in Law Enforcement for Police Officers (2 days)
- Stress in Law Enforcement for Police Supervisors (1 day)
- Police Critical Incident Debriefing (3 days)
- Psychotraumatology

### **Awards**

- Meritorious Service Medal  
Metropolitan Police Department  
Washington, DC 20001  
*(In recognition for significant outstanding and sustained achievements)*

### **Clinical Work**

- Dr. Anderson created the term Police Trauma Syndrome® in 1996 to describe the long-term cumulative effects of police work.

The following is a complete list of companies and organizations that have retained the services provided by Beverly Anderson Associates, Inc.

## **LAW ENFORCEMENT**

FBI Academy Behavioral Science Unit  
FBI National Academy  
Department of Justice  
Federal Bureau of Investigation  
U.S. Secret Service  
The United States Park Police  
Defense Intelligence Agency  
Fairfax County Sheriff's Department  
Metropolitan Police Department, S.O.D.  
Philadelphia Police Department  
Fairfax County Police Union  
The Fraternal Order of Police Lodge #1, D.C.  
Police Association of District of Columbia  
D.C. Metro Transit Police  
U.S. Capital Police  
National Sheriff's Association  
National Association of Vice Investigators  
Herndon Virginia Police Department  
Metropolitan Police Department, Washington, D.C.  
Naval Intelligence Agency  
The Law Enforcement Behavioral Sciences Association  
Ft. Detrick Occupational Health  
Walter Reed Army Hospital Mental Health Services  
NTSB - Office of Surface Transportation Safety  
National Organization of Black Women in Law Enforcement  
Interagency Committee on Women in Federal Law Enforcement  
Virginia State Police  
Montgomery County Police F.O.P.  
Chesterfield County Police Dept., Virginia  
Ohio State Highway Patrol  
Atlanta District Attorney's Office

## **U.S. GOVERNMENT**

The Office of Personnel Management  
Bureau of Indian Affairs  
Federal Trade Commission  
Equal Employment Opportunity Commission  
General Services Administration  
National Transportation Safety Board - Crash Investigators Flight Safety School  
Advanced Flight Safety School Crash Investigators  
Department of Energy

Merit Systems Protection Board

## **OTHER GOVERNMENT**

Arlington County Schools  
Fairfax County Schools  
Prince Georges County Fire Department  
Massachusetts Department of Public Safety  
Fairfax County Fire Department  
Prince William County Fire Department  
Bristol County District Attorney's Office  
Montgomery County Fire and Rescue  
Virginia State Fire Investigators/Recertification School

## **PRIVATE**

AT&T  
The American Petroleum Institute  
The American Red Cross  
Computer Sciences Corporation  
The George Hyman Construction Company  
The American Public Transit Association  
Psychiatric Institutes of America  
Bureau of Public Debt  
Federal Home Loan Bank Board  
National Broadcasting Company  
Suburban Bank  
Washington Hilton Hotel  
The Acacia Group  
Classy 95 Radio; WPGC Radio  
B'nai B'rith  
Sheraton Washington Hotel  
Washington Redskins Wives Association  
Arent, Fox, Plotkin & Kahn  
Greater Southeast Community Hospital  
Capitol Hilton Hotel  
WGAY Radio  
WLTT Radio  
Washington Kiplinger Editors  
Riggs Bank  
Amtrak  
United Virginia Bank  
American Society of Association Executives  
Intelsat  
General Motors  
McKinley & Kirk, LTD  
Sheet Metal Workers International  
Don Beyer Volvo  
Edison Electric Institute  
National Association of Manufacturers  
T.G. Bauer Associates



C & P Telephone Company  
Nuclear Management & Resources Council  
National Academy of Science  
D.C. Bar Association  
National Alliance of Business  
Gallaudet University  
George Mason University  
Northern Virginia Community College  
Merry Mount University  
Fairfax Hospital Craniofacial Clinic  
Fairfax Hospital Trauma Services

### **International Consultations**

Police Psychologists - Sweden, 1987.  
Medical Director, Police Clinic - Australia, 1989.  
Police Psychologists - Japan, 1990.  
Scotland Yard/British Police Department, 1992.  
Police Union - Ontario, Canada, 1992.

### **Forensic Consultations**

Custody Cases  
Trauma & PTSD  
Juvenile Firesetters  
Court Ordered Psychological Assessment

## **SEMINARS/SYMPOSIUM PRESENTATIONS**

### **Federal Bureau of Investigation**

The Troubled Employee: Identification and Referral  
Establishing a Successful Employee Assistance Program  
The Drug Free Federal Workplace Act: Policies, Procedures, Implementation  
Occupational Stressors for FBI Supervisors  
Diagnosis and Assessment Techniques for FBI Counselors  
Design and Implementation for your Federal Employee Assistance Program  
Clients with Self-Defeating Behaviors for FBI Peer Counselors

### **Law Enforcement**

Uniqueness of Response of Women Law Enforcement Officers to Trauma  
and The Ripple Effect on the Family  
Fetal Alcohol Syndrome: What You don't Know Can Hurt  
Counseling Skills for Occupational Health Nurses  
Marketing Your EAP to Employees & Supervisors  
Counseling Skills for the Police Peer Counselor  
Understanding Psychological Trauma, Part I  
Understanding Psychological Trauma, Part II  
Co-Dependency in the Alcoholic Family  
Alcoholism in the Workplace

Alcoholism and the Police Officer  
The Use of Psychodrama in Trauma Therapy  
Trauma Debriefing-Amtrak Employees  
(Aftermath of the Amtrak/Conrail Disaster)  
Post Traumatic Stress Disorder in Police Officers  
Post Traumatic Stress Disorder in Fire Fighters  
Stress & Trauma in Law Enforcement  
The Officer in Trouble  
Stress Management for Sheriff's Deputies, Fairfax County, Virginia  
Drug Addiction: PCP, Cocaine, and Heroin  
Crisis Intervention in the Workplace  
Women and Alcoholism  
The ABC's of Employee Assistance Program Management  
Post Shooting Trauma Debriefings  
Post Critical Incident Debriefings: What Therapists Need to Know  
Post Critical Incident Stress in Homicide Detectives  
Grief & Loss Issues for Widows of Slain Police Officers  
Alcohol and Drug Addiction Seminar  
Career Counseling for Career Transitions: A Practical Guide for EAP's  
Occupational Issues for Women in Law Enforcement  
Suicide and Suicide Intervention  
Adolescent Chemical Dependency  
PTSD in Vietnam Era Veterans  
Drug Free Federal Workplace Act: Implementation Guidelines for Government Contractors  
Retirement Seminars for the Metropolitan Police Department  
Trauma Debriefing: National Center for Missing and Exploited Children  
Interviewing Child Witnesses: The Use of Play Therapy  
Trauma Debriefings/Occupational Stress for Accident Investigators of the NTSB.

## **Other**

The Juvenile Firesetter: A Psychological Profile  
The Emotionally Disturbed Child  
Your Adolescents: Sex, Drugs, and Discipline  
Stress: Making it Work for You  
Relaxation Training/Autogenic Training  
Stress Management for Supervisors  
Time Management  
Effective Parenting  
Children and Divorce  
Talking to Children About Death & Loss  
Stepfamilies: A Guide to Survival  
Single Parenting  
The Use of Behavior Modification in Parenting  
Domestic Violence  
Clinical Depression: A New Approach to an Old Problem  
The Use of Play in Therapy with Children  
Play Therapy: A Therapist's Guide  
A Holistic Approach to Good Mental Health  
Teen Suicide  
Marital Therapy and Couples Communication  
Issues of Grief & Loss for Families of Children with Craniofacial Deformities  
High on the Job

Stress Management for the Wives of Professional Football Players  
(Washington Redskins Wives)

Domestic Violence: Why Women Get Hurt  
The High Signs of Adolescent Suicide  
Stress Debriefing for Crisis Center Nurses  
Child Abuse  
Childhood Trauma  
Virginia's Troubled Youth: Today's Kids, Tomorrows Headlines  
AIDS: A Workplace Issue  
Mergers and Acquisitions: Helping Employees Cope  
Managing Performance Anxiety in the Workplace  
Parenting Your Adolescent  
Current Issues in Child Care  
Survival Guide for Women in the 80's: Family, Job & Self  
The Psychology of Success  
Parenting your Pre-School Child  
What Parents Should Know About Neuropsychological Testing  
Traits of the Healthy Family  
Surviving Change in the Workplace  
Grief & Addiction  
Couples Communication  
Diagnosis and Assessment Techniques for FBI Counselors  
American Petroleum Institute: Reflecting on the Past, Processing the Present, and Looking to the Future  
Clients with Self-Defeating Behaviors for FBI Peer Counselors  
Interpersonal Relationships  
Health & Wellness for Employees  
Depression and the Holiday Blues  
Mid-Level Management Training

### **TRAUMA CONSULTATIONS**

AMTRAK - Aftermath of Amtrak/Conrail Disaster  
Association of Vice Investigators  
Accident Investigators - NTSB  
Police Psychologists - LEBSA  
Prince Georges County, Georgetown Hospital, Montgomery County  
Fairfax County and Customs  
Ph.D. Students - Clinical Psychology, Fielding Institute  
National Sheriff's Institute  
FBI National Academy  
U.S. Park Police  
Fairfax County Sheriff's Department  
Fairfax County Police Peer Counselors  
C.O.P.S. - Police Widows  
FBI EAP Coordinators - Nationwide  
United States Secret Service  
F.O.P. Police Association/D.C.  
Herndon Police  
Naval Intelligence  
Metro Transit Police  
D.C. Corrections EAP  
Philadelphia Police Department  
Medical Director Police Services: Australia  
Police Psychologists: Sweden

D.C. Homicide

National Organization of Black Women in Law Enforcement

National Center for Missing and Exploited Children

National Airlines Pilots Association

National Transportation Safety Board

Metropolitan Police Department, Washington, D.C.

Fairfax Hospital Trauma Services/INVOA Medical Aircare

First Annual Fairfax Hospital Trauma Services and INOVA Medical Aircare Symposium, "Air Medical and Trauma Issues of the 1990's"

Virginia State Police

Virginia Department of Health: Office of Emergency Medical Services