

KERN COUNTY SHERIFF'S OFFICE

PRE-EMPLOYMENT POLYGRAPH QUESTIONNAIRE

PLEASE ANSWER THE FOLLOWING QUESTIONS COMPLETELY:

FULL LEGAL NAME: _____
Last Name First Name Middle Name

SOCIAL SECURITY NUMBER: _____ DOB: _____ AGE: _____

TELEPHONE NUMBER: _____

CURRENT ADDRESS: _____

POSITION FOR WHICH YOU ARE APPLYING: _____

TODAY'S DATE: _____

All questions will be discussed in detail with you prior to the polygraph examination, even though they may not be applicable to you. Information obtained during this interview and examination is considered confidential and will only be discussed with an authorized representative of this agency.

During the actual polygraph examination, you must answer all the questions with a definite "yes" or "no". In order to formulate the polygraph questions that you can comfortably answer, it is necessary to require some detail about your background. This questionnaire will assist the examiner in formulating the questions on your test. You are instructed to:

1. Answer all questions and fill in all blank spaces.
2. Click on either a "YES" or "NO" answer. Circle the question number if you are unsure of your answer, or if it will require an explanation.
3. If you answer "YES" to any of the questions, you must provide a complete and detailed written explanation (including *WHO, WHAT, WHERE, WHEN, and HOW*) with your completed questionnaire (additional space on page 12).
4. The word "ever" refers to any time in your life - from birth up to today's date.
5. This agency is not looking for someone without faults. This agency is looking for someone honest enough to admit his/her past mistakes. It is in your best interest to cooperate with the examiner, and to answer each question completely and truthfully.

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COMMON POLYGRAPH QUESTIONS AND ANSWERS

Why do so many law enforcement agencies ask applicants to take a polygraph test?

Given the circumstances of today's world, agencies want to hire only those people who meet the high standards that the public expects. They want their community to be served by officers who are well trained, highly professional, and whose word can be trusted without question.

I tend to be a nervous person. Even though I'm telling the truth, won't my nervousness make it seem as if I am lying?

Everyone who takes a polygraph test is nervous, and yet most people pass with flying colors. The test process easily compensates for such factors. The examiner will explain this in more detail during your interview. If you have a particular concern about your specific situation, please bring it to the attention of the examiner.

I am not exactly a perfect person. How can I pass a lie detector test?

People often worry that some negative factor in their past (such as a drunk driving arrest or having been fired from a job) will automatically disqualify them from the job. This is not the case. These events are evaluated in the context of your overall background and not as isolated events. Some of the factors that the department will consider are the length of time since the incident, how many times it happened, and what your conduct has been since that time. We understand that many situations need explanations beyond a simple "yes" or "no".

The most important thing is to be completely truthful with the examiner, especially about possible problems in your past. Law enforcement agencies are not necessarily looking for the person who has made the fewest mistakes in their life.

What kind of questions will I be asked?

You will not be asked any trick questions, or surprise questions. Every question will be read to you, word for word, before the actual test. The scope of the test is limited to finding out whether or not you are qualified for the job. Some of the areas that are covered are honesty, dependability, ability to function under stress, and your decision-making ability. You will not be asked embarrassing questions or personal questions such as questions about your political or religious beliefs. You will however, be asked questions about commission of crimes including sexual crimes.

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I must admit that I've experimented with drugs. Won't that mean I'll fail the test?

We know that drugs are fairly common in today's world and that law enforcement applicants have not been living in a vacuum. The fact is that most people who are applying for a law enforcement job have used some type of illegal drugs, such drug use is not automatically disqualifying. During the interview we will clarify the last time you used any illegal drugs. You won't be expected to remember exact dates, but you will be asked to give an honest approximation that you feel is accurate.

How does the polygraph instrument work?

The polygraph is a delicately engineered, very sensitive recording device. It records changes that occur in your body and the examiner has the professional training and skill to interpret these tracings.

Will the test be painful?

No. Your blood pressure is measured in much the same manner as it is in your doctor's office. The other instruments do not produce any particular sensation, and there is no way the instrument can injure you.

Does the examiner decide whether or not I get the job?

Absolutely not. This decision is made only by the department administration. The purpose of the polygraph test is to provide the department with information that is used as one part of the total selection process.

I think I left something out when I filled out my background forms. What should I do?

This happens from time to time. During your interview make sure you point out the difference between what you now recall and the information you gave the department in the past. The best policy is to mention the discrepancy at the beginning of the interview, even before you are asked any questions in that area.

Who will get the results of the test?

The results of the polygraph are highly confidential. The report is sent to a member of the department who has been assigned to gather the background information and who has agreed to maintain your file. It will be maintained in the strictest confidence.

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EMPLOYMENT HISTORY

- ☐ NO ☐ YES 1. Have you deliberately omitted any information on your employment application or personal history statement forms?
- ☐ NO ☐ YES 2. Have you placed any false information on your employment application or personal history statement forms?
- ☐ NO ☐ YES 3. Do you receive any income from any illegal or undisclosed sources?
- ☐ NO ☐ YES 4. Have you been truthful and complete about the reason for leaving each of your jobs?
- ☐ NO ☐ YES 5. Has an employer ever disciplined you (i.e. verbal warnings, written reprimands, unpaid days off, etc.)?
- ☐ NO ☐ YES 6. Have you ever been fired from a job for any reason, asked to resign, or quit to avoid being fired?
- ☐ NO ☐ YES 7. Have you ever violated a work rule which would have resulted in discipline or termination, had it been discovered?
- ☐ NO ☐ YES 8. Have you ever been in an argument with co-workers or supervisors during which you raised your voice in anger?
- ☐ NO ☐ YES 9. Will any of your current or past employers give you an unfavorable recommendation?

MILITARY

- ☐ NO ☐ YES 10. Were you ever turned down by any of the armed forces?
- ☐ NO ☐ YES 11. Have you ever served in any armed force, National Guard, or military reserve?

IF YOU HAVE NO PRIOR MILITARY EXPERIENCE, SKIP THE REMAINDER OF THIS SECTION. IF YOU HAVE PRIOR MILITARY EXPERIENCE, COMPLETE THE FOLLOWING QUESTIONS.

- ☐ NO ☐ YES 12. While in the service, were you ever charged with a violation of the UCMJ (Captain's Mast, Office Hours, Court Martial, etc.)?
- ☐ NO ☐ YES 13. Were you ever the subject of any military investigation?
- ☐ NO ☐ YES 14. Were you ever disciplined or reduced in rank?
- ☐ NO ☐ YES 15. While in the service, were you ever AWOL, or on unauthorized absence?
- ☐ NO ☐ YES 16. Have you ever taken military property without permission for personal use, to sell, or to give away?
- ☐ NO ☐ YES 17. While in the service, could you have re-enlisted if you wanted?
- ☐ NO ☐ YES 18. Do you have any reason to be concerned about an investigation into your military record?

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THEFT

- ☐ NO ☐ YES 19. Since you were **18** years old, have you shoplifted anything?
- ☐ NO ☐ YES 20. Have you ever stolen money or property from any place you have worked?
- ☐ NO ☐ YES 21. Have you ever given a discount, free merchandise or under charged a sale for yourself, a family member or a friend?
- ☐ NO ☐ YES 22. Have you ever collected welfare or unemployment benefits you were not entitled to collect?
- ☐ NO ☐ YES 23. Have you ever stolen a motor vehicle?
- ☐ NO ☐ YES 24. Have you ever been a passenger in a stolen vehicle?
- ☐ NO ☐ YES 25. Have you ever taken office supplies worth more than \$20 from any place you have worked?
- ☐ NO ☐ YES 26. Since you were **18** years old, have you ever switched the price tags on merchandise?
- ☐ NO ☐ YES 27. Have you ever stolen or used a stolen credit card?
- ☐ NO ☐ YES 28. Have you ever stolen anything from any business or individual?
- ☐ NO ☐ YES 29. Have you ever knowingly received or purchased stolen property?
- ☐ NO ☐ YES 30. Have you ever broken into a vending machine or any other coin operated machine in order to steal cash or property?
- ☐ NO ☐ YES 31. Have you ever broken into a building, structure, or vehicle in order to steal cash or property?
- ☐ NO ☐ YES 32. Have you ever filed a false or fraudulent claim for public assistance, medical benefits, insurance, or any other type of financial benefit or assistance?
- ☐ NO ☐ YES 33. Have you ever filed a false insurance claim?
- ☐ NO ☐ YES 34. Have you ever filed a false workman's compensation or an unemployment claim?
- ☐ NO ☐ YES 35. Have you ever embezzled any money or other valuables entrusted to you?

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CRIMES AGAINST PERSONS

- ☐ NO ☐ YES 36. Since the age of **18**, have you ever struck, slapped, pushed or kicked another person in anger or frustration?
- ☐ NO ☐ YES 37. Have you ever struck, slapped, pushed, or kicked a current or past spouse, significant other, girlfriend or boyfriend in anger or frustration?
- ☐ NO ☐ YES 38. Have you ever struck a child which resulted in injury or bruising?
- ☐ NO ☐ YES 39. Have you ever committed any type of elder abuse (i.e. physical, financial or other)?
- ☐ NO ☐ YES 40. Have you ever been accused of racial or sexual harassment?
- ☐ NO ☐ YES 41. Have you ever unlawfully taken the life of another human being?
- ☐ NO ☐ YES 42. Have you ever kidnapped or kept a person captive?
- ☐ NO ☐ YES 43. Have you ever had sex with a non-consenting partner?
- ☐ NO ☐ YES 44. Have you ever had any sexual contact with a person who was incapacitated in any way (i.e. drugs, alcohol, dead)?
- ☐ NO ☐ YES 45. Have you ever exposed yourself in public for sexual gratification or pleasure?
- ☐ NO ☐ YES 46. Have you ever looked into windows for sexual excitement?
- ☐ NO ☐ YES 47. Since the age of **18**, have you had any sexual contact with a person under the age of **18**?
- ☐ NO ☐ YES 48. Before you were **18** years of age, did you have any sexual contact with anyone who was **4** or more years younger than you?
- ☐ NO ☐ YES 49. Have you ever touched a child for sexual excitement?
- ☐ NO ☐ YES 50. Have you ever bought, sold, traded, or possessed erotic or nude pictures of children (i.e. printed or on a computer)?
- ☐ NO ☐ YES 51. Have you ever taken erotic or nude pictures of children for the purpose of sexual gratification or pleasure?
- ☐ NO ☐ YES 52. Have you ever viewed any child pornography for the purpose of sexual gratification or pleasure?
- ☐ NO ☐ YES 53. Have you ever had any sexual contact with any animal?
- ☐ NO ☐ YES 54. Have you ever followed, called repeatedly, or otherwise harassed a person who objected to your doing these things, or was unaware you were doing these things?
- ☐ NO ☐ YES 55. Have you ever used force or threat of force to take property or money from another person?

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CRIMINAL ACTIVITY

- ☐ NO ☐ YES 56. Have you ever paid for sex?
- ☐ NO ☐ YES 57. Have you ever been paid for sex?
- ☐ NO ☐ YES 58. Have you ever intentionally damaged or destroyed another person's property?
- ☐ NO ☐ YES 59. Have you ever been the subject of a restraining order?
- ☐ NO ☐ YES 60. Have you ever tortured or abused an animal?
- ☐ NO ☐ YES 61. Have you ever been a member of a street gang, attended a gathering of any street gang, or participated in any gang activity?
- ☐ NO ☐ YES 62. Do you have any family members, friends or acquaintances who are gang members or associates?
- ☐ NO ☐ YES 63. Have you ever been detained, questioned, held on suspicion, fingerprinted or taken into custody for any reason other than minor traffic violations in this state or any other state or country (excluding fingerprint checks for applicant processing)?
- ☐ NO ☐ YES 64. Have you ever planned on committing a crime, but not followed through with the plan?
- ☐ NO ☐ YES 65. In the past five years, have you been involved in any illegal gambling?
- ☐ NO ☐ YES 66. Have you ever been questioned as a suspect in any crime?
- ☐ NO ☐ YES 67. Have you ever committed a crime for which you could have been arrested if you had been caught?
- ☐ NO ☐ YES 68. Have you ever been convicted or pled guilty to any criminal act?
- ☐ NO ☐ YES 69. Have you ever been convicted of a crime, and later had the charges dropped for good behavior or completion of probation?
- ☐ NO ☐ YES 70. Have you ever had any juvenile or adult criminal record sealed or expunged?
- ☐ NO ☐ YES 71. Have you ever started a fire or caused an explosion to damage your or anyone else's property?
- ☐ NO ☐ YES 72. Are you now, or have you ever been a member or supporter of any organization that uses force or fear to deny anyone his or her constitutional rights?
- ☐ NO ☐ YES 73. Have you ever committed any act against someone because of his or her race, religion, sex, sexual orientation, political affiliation or disability?
- ☐ NO ☐ YES 74. Have you ever taken or kept a child, in violation of a judgment or court order?

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ILLEGAL DRUG USAGE/SALES CHART

Complete the following table concerning your past casual drug use*. List for each drug the total amount of casual use and any and all drug sales:

	USED (YES/NO)	HOW MANY TIMES USED	LAST TIME USED (MONTH/YEAR)	HOW MANY TIMES SOLD OR EXCHANGED	LAST TIME SOLD OR EXCHANGED
<u>HALLUCINOGENS</u> LSD, PCP, Peyote, Mush-rooms, Mescaline, etc.					
<u>STIMULANTS</u> Cocaine, Crack, Rock, Crank, Crystal Meth, Angel Dust, Speed, etc.					
<u>DEPRESSANTS</u> Tranquilizers, Barbiturates, Benzodiazepines, Methaqualone, etc.					
<u>NARCOTICS</u> Codeine, Opium, Morphine, Heroin, etc.					
<u>INHALANTS</u> Glue, Paint, etc.					
<u>STEROIDS</u> Orally/Injected (What type, etc.)					
<u>CANNABIS SUBSTANCES</u> Marijuana, Hashish, Hashish Oil, etc.					
<u>DESIGNER DRUGS</u> Ecstasy, GHB, Rohypnol ("Roofies"), etc.					
<u>PRESCRIPTION DRUG(S)</u> not prescribed to you.					
<u>OTHER</u> intoxicating substances not listed above. Explain: _____					

*Casual drug use is defined as drug use which did not substantially limit or disrupt any of your major life activities (42 U.S.C.)

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DRUG USE

- ☐ NO ☐ YES 75. Have you ever driven a motor vehicle while under the influence of any drug or alcohol?
- ☐ NO ☐ YES 76. Have you ever used or been under the influence of any illegal drug or alcohol while at work?
- ☐ NO ☐ YES 77. Have you ever been drunk? If so, how many times? _____
How often do you get drunk? _____
- ☐ NO ☐ YES 78. Have you been in the presence of anyone else using illegal drugs?
- ☐ NO ☐ YES 79. Have you ever ingested a substance you thought was an illegal drug and then found out later that it was not?
- ☐ NO ☐ YES 80. Have you ever been the "middleman", "go between" or "done a favor for a friend" by becoming involved in a drug transaction?
- ☐ NO ☐ YES 81. Have you ever sold or delivered an illegal drug, narcotic or pill?
- ☐ NO ☐ YES 82. Have you ever illegally sold or delivered any prescription medication?
- ☐ NO ☐ YES 83. Have you ever grown marijuana?
- ☐ NO ☐ YES 84. Have you ever been involved in the manufacturing process of any illegal drug?
- ☐ NO ☐ YES 85. In the past five years, have you ever knowingly allowed anyone to possess or use illegal drugs in your home or vehicle?
- ☐ NO ☐ YES 86. Have you ever used a prescription drug not prescribed to you for enjoyment, intoxication or getting high?
- ☐ NO ☐ YES 87. Have you or has any other person ever injected any illegal substance into your body?
- ☐ NO ☐ YES 88. Do you currently live with or have a relationship with anyone who uses, possesses or sells any kind of illegal drug or narcotic?

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PRIOR LAW ENFORCEMENT EXPERIENCE

If you have no prior law enforcement experience, skip this section. If you have prior law enforcement experience, complete the following questions. The following questions pertain to on duty related incidents:

- ☐ NO ☐ YES 89. Have you ever been the subject of an internal investigation?
- ☐ NO ☐ YES 90. Have you ever been a witness in an internal investigation?
- ☐ NO ☐ YES 91. Have you ever lied or been untruthful in an internal investigation?
- ☐ NO ☐ YES 92. Have you ever been the subject of a criminal investigation?
- ☐ NO ☐ YES 93. Have you ever committed a criminal act for which you could have been incarcerated?
- ☐ NO ☐ YES 94. Have you ever been allowed to resign in lieu of termination?
- ☐ NO ☐ YES 95. Have you ever been accused of misconduct that was racial or sexual in nature?
- ☐ NO ☐ YES 96. Have you ever compromised an investigation by disseminating confidential information to anyone outside law enforcement?
- ☐ NO ☐ YES 97. Have you ever intentionally falsified a time sheet?
- ☐ NO ☐ YES 98. Have you ever intentionally falsified any official police document?
- ☐ NO ☐ YES 99. Have you ever witnessed another officer commit a criminal act?
- ☐ NO ☐ YES 100. Have you ever witnessed another officer violate a person's civil rights?
- ☐ NO ☐ YES 101. Have you ever been terminated or resigned your commission?
- ☐ NO ☐ YES 102. Have you ever covered up for a fellow officer who committed a crime?
- ☐ NO ☐ YES 103. Have you ever lied or been untruthful to a supervisor?
- ☐ NO ☐ YES 104. Have you ever covered up for a fellow officer who violated a department policy?
- ☐ NO ☐ YES 105. Have you ever mistreated, abused or used excessive force on any person during any of your contacts?
- ☐ NO ☐ YES 106. Have you ever been disciplined (i.e. verbal warnings, written reprimands, unpaid days off, etc.)?
- ☐ NO ☐ YES 107. Have you ever had any discipline overturned during an appeals process?
- ☐ NO ☐ YES 108. Have you ever converted property obtained in the scope of your employment to personal use?

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DECLARATION OF TRUTHFUL STATEMENTS

WARNING:

DO NOT COMPLETE THE QUESTIONS ON THIS PAGE OR SIGN THIS DOCUMENT UNTIL IN THE PRESENCE OF A KERN COUNTY SHERIFF'S DEPARTMENT BACKGROUND INVESTIGATOR.

ASSESSMENT OF PERSONAL HISTORY INFORMATION

- ☐ NO ☐ YES 1. Is anyone likely to report you have a personality characteristic that would make you unsuitable for this job?
- ☐ NO ☐ YES 2. Is there anything in your background you have not been asked, but that we should know about before considering you for this job?
- ☐ NO ☐ YES 3. Is there **anything** I have not asked or discussed with you that you feel could cause you a problem on the polygraph test?

If you answered "YES" to any of the above listed questions, you must provide a complete and detailed explanation (including who, what, when, where, why and how).

You have now completed the polygraph pre-test booklet. You should stop for a moment and think about your answers. You should ensure that you have accurately portrayed all the information that was requested. You will be tested on the truthfulness of the information.

I _____ certify that all of the information that I have revealed in this booklet is true, correct, and complete. I have not intentionally withheld, falsified or misrepresented any information requested in this questionnaire.

Applicant's Signature

Date

