

Recruitment Information



Mission Statement:

"In partnership with the community we strive to provide service based on excellence to ensure a safe and secure environment."

The Saskatoon Police Service offers an exciting career, excellent benefits, and a competitive salary. Great care is taken to ensure the right people are selected to become police officers. Once selected, you will receive training as a recruit and participate in a 44 week training program designed to give you the skills you need to succeed. The first 20 weeks involve classroom instruction in areas including criminal law, officer safety, self-defence, report writing and cross-cultural training. The next 24 weeks are dedicated to field training under the guidance of one or more experienced officers. The final weeks of instruction will consolidate your academic and field training and prepare you to serve as a sworn member of the Saskatoon Police Service.

Your career will be one of diversity, as you will have the opportunity to compete for specialized positions in Identification, Canine, Traffic, Major Crime, the Tactical Support Unit, the Explosive Disposal Unit, and many others. As a member you will be granted a level of authority, responsibility and community status unsurpassed by most other occupations.

Employment Equity

The Service is aware of the changing face of our community. To better reflect the cultural diversity of the citizens of Saskatoon, we are committed to increasing the number of women, individuals with disabilities, visible minorities and Aboriginal peoples within the organization.

Application

If you meet the basic requirements, register to write an entrance exam and psychological test by contacting:

Saskatoon Police Service Recruiting Box 1728 Saskatoon, SK S7K 3R6

Phone: (306) 975-8282

Email: recruiting@police.saskatoon.sk.ca

or visit us on the web: saskatoonpoliceservice.ca

Minimum Requirements

Candidates must have the basic qualifications outlined in this document. Your qualifications and abilities will be examined and measured against those of all other applicants in the process to judge your overall competitiveness for selection.

Age

• Due to stipulation in the Saskatchewan Police Act, you must be at least 18 years of age.

Education

- Grade 12
- Applicants with a General Equivalency Diploma (GED) for Grade 12 must also have a complete Grade 10 standing.
- If education is attained outside of Canada, the onus is on the applicant to prove his/her education is equivalent to Saskatchewan Grade 12 standards. Please contact International Qualifiers (IQAS) 1-800-102-0109
- Applicants should be aware that many candidates have some post-secondary education.



Character

- Applicants are expected to have good moral character. Recent drug use and/or other criminal activity, either <u>detected or undetected by police</u>, will result in a deferral.
- Applicants should not have any criminal convictions for which a Pardon has not been granted (copy of Pardon required).
- Applicants should not have any criminal charges pending before the Courts.
- A proven history of volunteerism, community, and cultural involvement is preferred.
- Applicants should have an exemplary employment record.

Health and Physical Condition

- Excellent health with no medical conditions that would prohibit your ability to safely complete recruit training and perform all aspects of police work.
- Hearing deficiency may exclude a candidate from the competition.
- Excellent physical condition is essential.
- Applicants should be prepared to pass a physical abilities test immediately.
- An 8 week POPAT Preparation Program is available. For details contact Jason Weber at (306) 966-1006 or e-mail him at jason.weber@usask.ca.

Visual Acuity

- Minimum acceptable acuity is 20/60 in each eye or 20/40 in one eye and 20/100 in the other.
- Eyesight must be correctable to 20/20 or 20/30.
- Colour deficiency may exclude a candidate from the competition.
- Applicants whose visual acuity has been corrected by eye surgery will not be considered until six months after the date of surgery for Lasik and PRK.

Citizenship

 Applicants must be legally entitled to work in Canada at the time of application. They must be a Canadian citizen, landed immigrant or have permanent residency.



Other Requirements

- Computer skills.
- Excellent communication skills, both written and oral.
- Valid driver's licence.
- Good driving record.

Saskatoon Police Service Core Values

Honesty

We will be reputable, adhering to truthfulness and being free from deceit.

Integrity

We will lead by example, being incorruptible and doing the right thing regardless of the pressures or personal risk we face.

Compassion

We will be mindful of the distress of others and demonstrate a sympathetic understanding in our desire to assist them.

Fairness

We will demonstrate impartiality, being free from self-interest, prejudice or favoritism.

Commitment

We will show dedication to the goals of the Service and to our personal development and wellness as we persist in our endeavors to consult, work with and serve the community.

Respect

We will recognize the right of all people, regardless of their personal situation, to live without ridicule, and as such we will display courteous regard for people in every situation.



Professionalism

We will be above reproach and exhibit a proficient, conscientious, and business-like demeanor in dealing with those we serve.



Employment Application – Introductory Package General Information

Mail to: Saskatoon Police Service Attn: Recruitment P.O. Box 1728 Saskatoon, Sask. S7K 3R6 OR

Courier/drop off at: 76 - 25th Street East, Saskatoon, Sask. S7K 3P9

- 1. An essential component in the selection process of the Saskatoon Police Service is a thorough background investigation and security check. Information gathered will be used to assess the suitability of the applicant for a police career. There will be a security check on applicants and possibly members of their families.
- 2. All questions must be answered. If extra space is required attach additional pages. Where a question is not applicable, mark N/A. Attach a note explaining why any question is left blank.
- 3. All information supplied is subject to verification by investigation. False statements can result in disqualification or dismissal if employed.
- 4. No information received from inquiries concerning information in this application will be released to the applicant.

Last Name		First Name	Middle Name(s)		
Full Address		City	Province	Postal Code	
Telephone (Residence)	Telephone (Business)	Telephone (Other)	Date of Birth (YY-MM-	DD)	
Email Address					

Please **read the following instructions carefully**. Upon receipt of your application package, you will officially be in the recruit selection process. After your application package has been reviewed, you will receive a letter outlining the next steps you must take in the process.

Candidates that are 3 years clear of any criminal activity will be preferred.

You may be deferred as a result of disclosures made in your Personal Disclosure Form.

Please read and sign the following declaration. Return this page with your application.

"I have read and understood the above information."

Signature	Date

Employment Package Requirements:

You must complete and submit the following. Check off when complete.

1.	General Information Form	
2.	The Police Act Employment Application, Form R1	
3.	Personal Information	
4.	Family Members	
5.	Release of Information	
6.	Self Identification Questionnaire	
7.	Personal Disclosure Form	
8.	Drivers Abstract from the province of residence,	
	dated within one month of application	
9.	Photocopy of current driver's licence (including photo)	
10	. Grade Twelve transcripts or GED equivalency (photocopy)	
11	.Resume	
be ap	l materials will become the property of the Saskatoon Police returned. The Personal Disclosure Form must be current wi plication.	thin six months of
	ease indicate how you heard about our recruitment opportun	ities:
	Newspaper (Please indicate which)	
	Newspaper (Please indicate which) TV or Radio	
	TV or Radio	
	TV or Radio Recruiting Presentation (Specify location)	
	TV or Radio Recruiting Presentation (Specify location) Community Contact/Agency	
	TV or Radio Recruiting Presentation (Specify location) Community Contact/Agency School/College/University Guidance	



The Police Act EMPLOYMENT APPLICATION

Form R1

LAST NAME					FIRST NAME			MIDDLE NAME(S)		
FULL ADDRESS					CITY		PROVINCE	POSTAL CODE		
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have used a last								YY	MM	DD
name or given		NAME CHANC	ED EDOM			NAME CHANGED TO		DATE	OFC	HANGE
name other than		NAME CHANC	EDTROM			NAME CHANGED TO		YY	MM	DD
the one listed above,	•									
list change.								_		
DRIVER'S		PROVINCE		CLAS	SS(ES)	DRIVER'S LICENCE	E NUMBER	NUMBER C	F YE	ARS DRIVING
LICENCE										
Have you ever had y	our driver's li	icence susp	ended?	If Yes, pr	ovide deta	ils.		•		
□ YES □ N	O									
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ADDITIONAL EDUCATION INCLUDING COURS (ATTACH AN ADDITIONAL SHEET IF FURTHER SPACE IS REQ		
ADDITIONAL COMPUTER SKILLS, TRAINING (e.g. ON-THE-JOB TRAINING; ENTRY LEVEL WINDOWS; BASIC	COURSES. (ATTACH AN ADDITIONAL SHE	ET IF FURTHER SPACE IS REQUIRED).
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LANGUAGES SPOKEN		
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LANGUAGES WRITTEN		
HAVE YOU EVER WRITTEN A POLICE APPLIC	ANT TEST?	□ YES □ NO
IF YES, WHEN, WHERE AND DID YOU PASS OR		2 12 2 10
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HAVE YOU EVER TAKEN A POLYGRAPH EXAM	MINATION?	□ YES □ NO
If YES, WHEN, WHERE AND WHY?		
LIST ALL PAST API	PLICATIONS TO THIS OR A	NY OTHER POLICE AGENCIES
POLICE AGENCY	APPLICATION DATE	STATUS (describe reason for non-selection)
	YY MM DD	

		EMPLOYMENT HISTORY Begin with your most recent employer	r.	
		Provide an explanation for all gaps in emplo		
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NAME OF DIRECT SU	JPERVISOR			TELEPHONE NUMBER
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NAME OF DIRECT	SUPERVISOR			TELEPHONE NUMBER
DATE STARTED YY MM	DATE LEFT YY MM	POSITION HELD		
DUTIES/RESPONSI	BILITIES			
REASON FOR LEAV	VING			
HAVE YOU EVER EXPLANATION.	BEEN TERMINATEI	FROM EMPLOYMENT OR BEEN ASKI	ED TO RESIGN? PLEASE PRO	OVIDE DATES, DETAILS AND

PERSONAL INFORMATION

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Have you ever	been convicted of any of	criminal offend	ce in Canada o	r in any other co	ountry?		□ YES
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•		1					\square YES
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	or have you ever been in	nvestigated, ar	rested, or charge	ed in Canada or	in any other cou	intry for an	
offence of any kind? (C	Criminal Code, Provinci	al and Munici	pal offences)				☐ YES
		•	,				□ NO
Have you ever	been found guilty of an	y criminal offe	ence in Canada	or in any other	country when ye	ou were under	
the age of 18?	<i>C</i> ,	•		·	·		\square YES
							□ NO
Are you associa	ated with any companie	es or businesse	s not listed on y	our application?			□ YES
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	ber of any clubs or org sition do you hold?	anızatıons?					\square YES
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							□ NO
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			FINANCIA	AL STATUS			
Have you any	loans or debts?					□ YES	□ NO
If yes, provide Name of	details. Type (Loans, Credit	When	Original	Monthly	Amount of	Dalamas	e Outstanding
Creditor	Cards, Mortgages)	Occurred	Amount	Payment	arrears if any	Darance	Outstanding
•	been sued for non-pa	yment of a de	bt?			□ YES	□ NO
If yes, provide	details.						
-	been subject to wage	garnishee or	financial judgı	nent against you	1?	□ YES	□ NO
If yes, provide	details.						
	tial information and will that the foregoing inform			the best of my k	nowledge and be	lief.	
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					Applicant's S		
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FAMILY MEMBERS

Include your immediate family (Natural Father, Natural Mother, Adoptive Father, Adoptive Mother, Brother(s), Sister(s), Son(s), Daughter(s)). Attach additional sheet if required, follow suggested format.

1	LAST NAME/MAID	DEN NAME/OTHER LAST NAMES USED	FIRST NAME	MIDDLE NAME	IDDLE NAME		
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TO WHOM IT MAY CONCERN:

Saskatoon Police Service AUTHORIZATION TO RELEASE INFORMATION

	Re:	
	(Print Name of	Applicant)
Constable. Th		e Saskatoon Police Service ("SPS") for employment as a assessing my qualifications and fitness for employment as
institution or		est employer, prior educational institution, financial te of mine. It is believed that you have information that will ations and fitness for employment.
concerning m financial and	ne, my employment, my military ser	de the SPS with any and all information that you may have vice, my educational records, my reputation, and my copies of any and all medical records and reports including e.
•	_	and agree to indemnify, save and hold harmless you and/or hich may result from compliance with this request.
Date		Signature of Applicant
Print Witness		Signature of Witness
NOTE:	A photocopy reproduction of th the original. You may retain this	is request shall be, for all intents and purposes, as valid as s Authorization for your files.

Personal information shall be collected pursuant to The Local Authority Freedom of Information and Protection of Privacy Act and will be used in accordance with this Act. Questions about this collection should be directed to the SPS Access and Privacy Unit



Saskatoon Police Service



To better reflect the diversity of the citizens of Saskatoon, we are committed to the employment of people from these vibrant communities.

Completion of this document is VOLUNTARY and all information is confidential. If you wish to declare yourself, please check the appropriate box(es).

LAST NAME	I	FIRST NAME					
Sex indicated on hear Pronouns you prefer:		Х□	F		M		
Gender (check all the	at apply):	Cisgender	r*		Transg	gender	
		Non Bina	ry		Don't l	know	
		Woman			Man		
		Two Spiri	t				
		Other					
*Cisgender: a person who	ose gender is the	same as the g	gend	er they	were ass	igned at	birth
Indigenous:	First Nations	s/Treaty					
	Non-Status						
	Métis						
	Inuit						
	Visible Mino	rity					
	Person with	a disability					

The information collected on this form will be used by the Saskatoon Police Service and the City of Saskatoon for statistical purposes only.

POLICE PHYSICAL TESTING PREPARATION PROGRAM

Presented By:



"Training Programs to Ensure You Succeed"

Coordinator: Jason Weber, PGD, B.S.P.E., PFLC

The Human Performance Center (HPC) is offering an 8-week physical training program to prepare Saskatoon Police Service applicants for the Police Officers' Physical Abilities Test (POPAT).

HPC is offering individualized training programs that deal specifically with the requirements of the POPAT. In addition, HPC is able to offer the unique opportunity to practice specific components of the test as well as practice on the official course.

Completion of this preparation program will greatly improve the applicant's prospect of completing the POPAT successfully.

Program includes:

- Design and implementation of an individualized 8-week physical training program specific to the requirements of the POPAT.
- Two 90 minute training sessions per week. A qualified instructor will lead applicants through specific training sessions. Individuals are encouraged to attend at least one supervised training session per week.
- Periodic physical testing of skills specific to the POPAT.
- Two practice trials on the official POPAT course.

For registration and more information contact Jason Weber at 966-1006 or email jason.weber@usask.ca.

DON'T DELAY - PROGRAM MAXIMUM OF 18 REGISTRANTS

Note to Applicant: Keep this page for your own reference.

To: POPAT Candidates

From: Jason Weber, Coordinator of Human Performance Center, University of Saskatchewan

Subject: POPAT Test

On the day of the Peace Officers Physical Ability test (POPAT) your blood pressure will be measured prior to and after completion of the test. As part of the pre-test preparation, you are required to have a doctor sign a medical clearance form. In addition to this medical clearance, your blood pressure on the test date MUST be 144/94 or lower and your heart rate MUST be 100 beats per minute or lower. If your physician feels that although your current blood pressure or heart rate is higher than the acceptable level, you are clear to participate in the test, he/she must provide specific written confirmation of this fact. If your physician has any questions, he/she can contact me at 966-1006.

You should be aware that blood pressure and resting heart rate varies continuously throughout the day and is affected by many biological, emotional and environmental factors. To avoid elevating your blood pressure or resting heart rate, please follows these guidelines:

- 1. Avoid vigorous activity within 12 hours of the test
- 2. Get a good night sleep
- 3. Abstain from nicotine use (smoking or smokeless tobacco)
- 4. Abstain from alcohol for at least 6 hours prior to the test
- 5. Avoid a heavy meal within 3 to 4 hours of the test

The following substances are known to cause acute or chronic increases in blood pressure:

- Appetite suppressants
- Cocaine
- Corticosteroids (prednisone)
- Cyclosporin
- Decongestants nasal (phenylephrine)
- Decongestants oral (pseudoephodrine)
- Erythopoietin
- Estrogens
- Licorice
- Mineralocorticoids
- NSAIDS (ibuprofen)
- Oral Contraceptives
- Sumatriptan
- Thyroxine
- Tricyclic antidepressants

If you have questions regarding medication, herbal remedies or nutritional supplements that you are consuming please check with your physician or pharmacist.

The blood pressure and resting heart rate readings will be repeated two times prior to the test if they exceed the allowable limits. Blood pressure and heart rate will be measured 5 minutes after the completion of the test.

Please follow these pre-test guidelines. If you would like to register for the POPAT Preparation Program or if you have any questions, please contact Jason Weber at 966-1006 or e-mail <u>jason.weber@usask.ca</u>.

Note to Applicant: Keep this page for your own reference.

Appendix 1 - CONSENT FORM Peace Officers' Physical Abilities Test (POPAT)
reace Officers Physical Abillies Test (FOFAL)
I, understand that the POPAT is a job related physical ability test that evaluates my physical capacity as it applies to Police Work. The successful completion of this test demonstrates that I possess the minimal physical abilities deemed essential to perform the duties of a Peace Officer in Saskatchewan.
I understand the test is physically demanding test and my heart rate will reach its maximum levels and may remain there for several minutes, thus placing my body under heavy physiological stress, during the test. The test will also challenge my muscular strength and coordination skills. If I have known health problems that would be aggravated by intense exercise, I should refrain from performing the test. I also understand that I may choose to discontinue the test at any time and also acknowledge that the test Administrator may stop my performance in the test at his/her discretion due to safety reasons. My blood pressure, heart rate and body composition analysis may also be taken before and after I perform the test.
Further, I understand that the POPAT will be described and demonstrated to me and that I will be given time to practice each station if I wish. Following the delivery of test instructions, I understand I will be provided the opportunity to practice and I have the responsibility to ask questions and/or seek additional clarification to resolve any concerns I may have.
I understand and CONSENT that my results will be provided to the Agency in which I am applying for employment, and that the Saskatchewan Police Commission may utilize my information and results for research and statistical purposes but only where my name and identity, or facts that may lead to my identification are not utilized. □ YES □ NO
I consider myself ready to safely undertake the test.
Applicant's Statement:
I, understand the instructions and information provided in relation to the test. My health status/condition remains unchanged since the

POPAT PROTOCOL: Protected by Copyright to D.W.F. Consultants Ltd.: No reproduction, by any means, of this protocol is Permitted without the author's written permission. Mr. Douglas W. Farenholtz can be reached at Phone 604.855.3310, Fax 604.855.7725, E- mail: douglasfarenholtz@shaw.ca.

completion of my Medical Clearance form by my Medical Doctor, and I am not aware of any medical conditions or physical problems that would place me at risk by doing this test. I also

Date

understand that the successful completion of the test is a condition of employment.

Signature of the Applicant

MEDICAL CLEARANCE

Peace Officers' Physical Abilities Test (POPAT)

Dear Doctor:

The individual who has made this appointment with you has applied for employment with Policing, Corrections or Sheriff's Department. As a pre-requisite, all applicants must demonstrate a minimum level of physical ability and fitness. This is to be accomplished by successfully completing the POPAT.

The test is designed to simulate and measure an officer's physical ability to respond to a critical incident and apprehend or potentially control a prisoner/suspect. The test was developed by exercise physiologists and is based on their research findings. Their research has identified that the usual physical components of a response to a critical incident may involve quick action including various motor skills while simulating **getting to a problem, intensive heavy work resolving the problems** and then **removing the problem.** The test is conducted in a gymnasium and consists of running 400 meters (1/4 mile) which includes climbing up and down stairs, jumping over low obstacles and pushing and pulling on heavy weights (50 to 80 lbs. – 22 to 37 kg.) and then lifting and carrying (depending on the test) between 32 -45 kg. (70 to 100 lbs.) 15 meters (50').

It was found that most participants of the test **experience maximal heart rate** during the test. This indicates a brief (up to 4:45 minutes) but maximal stress being placed on the cardiovascular system. To minimize the chance of precipitating a major cardiovascular event, or other injury we are requesting that this person be examined to determine his/her employment and test risk potential.

In addition to your usual examination, we request your assessment of this person with respect to factors which may place him/her at risk during this **maximal test** or **future** peace officer related duties:

- Hypertension with possible causative factors;
- Diabetes Mellitus:
- Persons with known heart disease or symptomatic cardiovascular disease including angina, breathlessness, palpitations, edema, syncope, dizziness;
- 4. Individuals with low fitness levels;
- 5. Acute systemic infections including viral respiratory infections;
- Muscular and/or skeletal problems which may affect physical performance or present long term limitations on the person;

7.	Any otl	her areas of concer	n:
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To minimize the health risk, we are requesting this medical examination to determine whether the applicant is healthy enough to undertake the POPAT (Police Officers' Physical Abilities Test).

Appendix 2

MEDICAL CLEARANCE

Peace Officers' Physical Abilities Test (POPAT)

Applicant	Name (please print):				
Ht:	Wt:	Resting BP:	Restin	ng HR:	
-	nr professional to be healthy enough	opinion, do you to take the POPAT?	consider the		named □ NO
	ng the fact that an ap inxiousness due to ant	oplicant's typical response icipation:	prior to maxima	al testing ma	y include
if rest 144/94	ing blood pres mmHg or 100	applicant remain sure and/or resting bpm, and all sign ting, and shortness of brea	heart rate ns of chest,	values arm, ne	exceed ck and
Comment	ts:				
	's Signature:	ve completed form ba	Date:	_	
*Note:	This medical cleara	nce form is valid for a ma becomes invalid if your he	nximum of 12 m	nths from t	
Note to A	pplicant:				
	o bring this complete n the test without it.	d form with you to your l	POPAT/PARE te	st. You wil	l <u>NOT</u> be
□ SI 11	AST Woodland Campu 00 – 15 th Street East, Pr	s ince Albert, SK (306) 765-1	514		
	niversity of Regina - Dr. 37 Wascana Parkway, 2	Paul Schwann Centre 25 Kinesiology Bldg, Regina	a, SK (306) 585-4	004	
	niversity of nysical Activity Complex	Saskatchewan – x, 87 Campus Drive, Saskato		rformance 1001	Centre
	skatchewan Police Coll 37 Wascana Parkway, 2	ege 17 College West Bldg, Regir	na, SK (306) 787-8	3870	
		right to D.W.E. Congultants I td : N	_		

POPAT PROTOCOL: Protected by Copyright to D.W.F. Consultants Ltd.: No reproduction, by any means, of this protocol is Permitted without the author's written permission. Mr. Douglas W. Farenholtz can be reached at Phone604.855.3310, Fax 604.855.7725, E- mail: douglasfarenholtz@shaw.ca.



PERSONAL DISCLOSURE FORM

PERSONAL DISCLOSURE FORM and TRUTH VERIFICATION

Before writing answers to the questions contained in this Personal Disclosure Form(PDF), Applicants are advised to:

- carefully read all information and notices on Pages 1, 2, and 3;
- read, initial and sign the Declaration, Acknowledgement and Consent on Page 4;
- follow the instructions listed on Page 5.

Honesty, Integrity and Ethics are scrutinized closely in considering police officer applications. The PDF and Truth Verification are used to assist in determining an applicant's suitability for employment as a police officer with the Saskatoon Police Service.

The PDF pertains to your **ethics** and your **integrity**. You, as the applicant, must first complete the PDF by answering all questions accurately, completely, thoroughly and honestly. Minimizing, blaming, and failure to accept responsibility will be closely monitored. Should you be considered to continue in the process, your answers will be verified by a variety of methods including a detailed background investigation and Truth Verification.

Should you be successful at all preceding stages of the Recruiting process, you will be requested to participate in Truth Verification by means of a Pre-Employment Polygraph(PEP). The purpose of the PEP is to assist in verifying your truthfulness, and in verifying that you are the person you claim to be in your employment application forms, questionnaires, and interviews.

Be advised that deceit, dishonesty or non-disclosure concerning questions in any part of the application process will likely result in disqualifying you from this and any future employment competitions with the Saskatoon Police Service.

You are **not obliged** to provide any information that relates to a conviction for which a pardon has been received or a conviction that was processed pursuant to the *Young Offenders Act* (R.S.C., 1985, c. Y-1, now repealed) or the *Youth Criminal Justice Act* (S.C., 2002, c.1).

You are under **no obligation** to disclose any information regarding a crime where you were a victim.

Your decision to complete the PDF and to participate in the PEP must be voluntary, based on your desire to pursue a career as a police officer. You may withdraw or stop the application process at any time. You may refuse to provide answers to any or all of the questions contained in the PDF or at the PEP. Such a refusal may result in your disqualification from the Recruiting Process.

You may amend your response(s) to any question(s) in the PDF at any time prior to the scheduled date for your PEP, by contacting the Recruiting Unit.

PERSONAL DISCLOSURE FORM

The Police Service is collecting, on a voluntary basis, personal information on the Personal Disclosure Form (PDF) to assist in determining the suitability, eligibility and qualifications of the Applicant for employment as a police officer with the Police Service. The information requested is essential for making these employment determinations. Applicants **who are three (3) years clear** of any detected or undetected criminal activity will be preferred for employment as a police officer.

NOTICE REGARDING PRIOR SERIOUS CRIMINAL OFFENCES AND SERIOUS RISK TO THE SAFETY OF OTHERS

The information you provide during the Recruiting Process is collected by the Police Service for the purpose of an employment application. However, if an Applicant admits to having committed a serious and undetected criminal offence, or is deemed to pose a serious risk to the safety of others, the Police Service may use or disclose specific information for a law enforcement or public safety purpose. While cases of such use and disclosure outside of the Recruiting Process are rare and exceptional, the Police Service **strongly discourages** an Applicant from completing the PDF or attending the Pre-Employment Polygraph Examination (PEP) if you believe this Notice applies to you.

EXAMPLES OF SERIOUS CRIMINAL OFFENCES INCLUDE, BUT ARE NOT LIMITED TO:

- murder
- any crime involving children
- (includes physical or sexual abuse)
- impaired driving
- sexual assault
- crimes relating to domestic violence
- child pornography (includes accessing, possession, distribution, or the making of)
- ❖ offences contrary to the *Controlled Drugs and Substances Act*
- robbery
- arson resulting in loss of life or substantial damage
- treason or high treason
- crime committed with a facial covering and/or a weapon
- forcible confinement

Should you be uncertain if this Notice applies to you, please consult the Saskatoon Police Service Recruiting Office for clarification.

Any information provided in this PDF regarding serious criminal activity, or that indicates you may pose a serious threat to others, may be investigated by the Saskatoon Police Service or disclosed to entities with lawful authority to collect such information (*e.g.* police of jurisdiction or child protection agency).

Such disclosures could lead to an investigation, arrest, charge(s), criminal prosecution, conviction, and ultimately, imposition of a sentence.

Such disclosures may also lead to incident reports being entered into police databases, which could impact future employment or volunteering opportunities, or other activities that require security screening.

NOTICE FOR APPLICANTS WHO ARE CURRENTLY EMPLOYED BY THE SASKATOON POLICE SERVICE

If you are currently employed by the Saskatoon Police Service, please be advised that:

- deceit, dishonesty or non-disclosure concerning questions in this PDF, or
- disclosure of serious, recent or ongoing criminal or illegal activity

may result in discipline up to and including dismissal from your current employment with the Saskatoon Police Service.

NOTICE REGARDING FUTURE APPLICATIONS

If you apply for any other employment with, or at, the Police Service at any time in the future, deceit, dishonesty or non-disclosure concerning questions in this PDF, or disclosure of serious, recent, or ongoing criminal or illegal activity may be used to determine your suitability, eligibility and qualifications for employment. This may result in your disqualification from the employment process in question.

NOTICE REGARDING COLLECTION, USE AND DISCLOSURE OF INFORMATION

Personal information that is collected on this PDF will be used to determine your suitability, eligibility, and qualifications for employment with the Saskatoon Police Service. Questions about the collection, use or disclosure of this information may be directed to the Sergeant I/C – Recruiting Unit, Saskatoon Police Service, Box 1728, Saskatoon, SK, S7K 3R4. Telephone No. (306) 975-8282.



Print Witness Name

Saskatoon Police Service DECLARATION OF APPLICANT – PERSONAL DISCLOSURE FORM

1,	on my own behalf.
1.	Acknowledge that I have completed the Personal Disclosure Form (PDF) voluntarily, based on my desire to pursue a career as a police officer with the Saskatoon Police Service (SPS). The information I have provided is up-to-date, honest, accurate, and complete, to the best of my knowledge and belief.
2.	Consent to my personal information being collected in the PDF, and used by the SPS to undertake a preemployment polygraph (PEP), and to conduct a thorough background investigation and security check, should I successfully complete the PEP.
3.	Understand that my deceit, dishonesty or non-disclosure concerning questions in the PDF may result in my disqualification from the recruitment process and any future employment with the SPS. I further understand that if I am currently employed by the SPS, any deceit, dishonesty or non-disclosure concerning information provided in the PDF, or disclosure of serious, recent or ongoing criminal activity, may result in disciple up to and including dismissal from my current employment.
4.	Understand that any information provided in this PDF regarding serious, recent or ongoing criminal activity may be investigated by the SPS and/or disclosed to another law enforcement agency, and could result in arrest and criminal charges. I further understand that if, based on the information provided, I am deemed to pose a serious safety risk to myself or others, the SPS may be required to take action to ensure the ongoing safety of those at risk.
5.	Understand that I may withdraw from the SPS Recruitment Process at any time. I may also refuse to answer any questions contained in the PDF, or asked at the PEP. Such refusal may result in my disqualification from the SPS Recruitment Process. I further understand that I may amend the information provided in the PDF at any time prior to the scheduled date for a PEP by contacting SPS Human Resources Recruiting.
6.	Release, discharge, covenant not to sue, and agree to indemnify, save and hold harmless the SPS, the Saskatoon Board of Police Commissioners, the City of Saskatoon, and their respective administrators, directors, agents, officers, employees or assigns (each considered one of the "Releasees" herein) from all liability, claims, demands, losses or damages caused or alleged to be caused by my disclosure of the information in the Personal Disclosure Form. If I, or anyone on my behalf makes a claim against the Releasees, I agree to indemnify the Releasees, which includes paying their litigation expenses, attorney fees, loss, liability, damage or costs which they may incur.
and bel	y that the information proved by me in the PDF is true, correct, and complete to the best of my knowledge ief. I acknowledge that I have read the instructions provided for the PDF and fully understand the terms. I ecuted the PDF voluntarily on this day of, 20
Print A	Applicant's Name Signature of Applicant

Personal information contained on this form is collected pursuant to *The Local Authority Freedom of Information and Protection of Privacy Act* and will be used in accordance with this Act. Questions about this collection should be directed to the SPS Access and Privacy Unit.

Signature of Witness



PERSONAL DISCLOSURE FORM

SURNAME:						
GIVEN NAME:				SECOND NAME:		
ADDRESS:			PF	ROVINCE:		
CITY/TOWN:				POSTAL CODE:		
PHONE:	HOME:		WORK:		OTHER: (cell phone)	
SIGNATURE:						
DATE:		_				

IMPORTANT INSTRUCTIONS FOR COMPLETING THIS DOCUMENT

- **1.** Download and print this document in original format.
- **2.** Answer all questions completely and provide <u>specific</u> information. Be thorough and do not assume an incident is too minor to include. The Recruiting Unit will review the document to make that determination.
- 3. Complete this document in your own handwriting or printing.
- **4.** Use back of page or additional pages if more space is required.
- **5.** Be completely **honest**.

1.	Have you read the entire preface to this Personal Disclosure Form? ☐ No ☐ Yes
2.	Do you understand the preface to this form? No Yes If no, please contact recruiting at (306) 975-8282.
3.	Do you understand that a criminal investigation may be launched into your past if you have committed any of the offences listed in the preface? ☐ No ☐ Yes
4.	Do you understand that lying on this form, omitting information, or failing to provide full details will eliminate you from the application process? ☐ No ☐ Yes
5.	Have you ever taken a pre-employment or Criminal (Forensic) Polygraph test, EyeDetect Test (Ocular Motor Deception Test) or CVSA (Computer Voice Stress Analyzer)? ☐ No ☐ Yes If yes, please provide details
6.	Have you ever been asked to take a Polygraph test, EyeDetect Test or CVSA (<i>Computer Voice Stress Analyzer</i>)? No Yes If yes, please provide details

	What is the most serious undetected crime you have ever been involved in?
OR]	IVING:
	Do you posses' a valid driver's license at this time? (This does not include a Graduated License) ☐ No
	☐ Yes
	List all traffic offences, including any photo enforcement offences, you have been charged with since your driver's abstract was submitted.

9.	In the past, have you ever possessed a valid driver's license from any other Canadian province or territory?				
	□ No				
	☐ Yes If yes, from which province or territory?				
	If yes, from which province or territory:				
10.	Has your current or any past driver's license ever been suspended for alcohol-related offences, demerits, overdue fines, etc? □ No □ Yes				
	If yes, provide specific details of each incident including: — Was your license suspended? — Places, dates and times of each incident? — The reason for suspension? — The name of the investigating police agency?				
11.	Have you been a driver or passenger in a motor vehicle when it was involved in a hit and run accident, even when damage was minor? $\square\ No$				
	□ Yes				
	If yes, provide specific details including: — Places, dates and times of each incident? — Any other relevant details? — The name of the investigating police agency? —				

12.	Have you ever driven a vehicle in a dangerous manner? (i.e. Excessive speed, street racing, intentional contact with other vehicles, sex acts while driving, etc.)? □ No □ Yes
	If yes, provide specific details including: — Places, dates and times of each incident? — Any other relevant details? — The name of the investigating police agency?
1	NOTE: In questions 13 and 14, "impaired" includes but is not limited to occasions where, because of alcohol and/or drug consumption, you knew or physically felt that you were not able to drive the vehicle in the same manner as you would have been able to without consuming alcohol/drugs.
13.	In the last 3 years, have you driven a motor vehicle, boat, or other vehicle while impaired? No Yes
	In order to accurately assess level of impairment, please provide specific details including: — The amount of alcohol consumed? — Consumed over what period of time? — Places, dates and times of each incident? — Any other relevant details?

14.	Have you ever driven a motor vehicle, boat, or recreational vehicle while you were impaired (including the last time you drove impaired)? ☐ No ☐ Yes
	If yes, please provide specific details
	-
15.	Have you ever driven a motor vehicle, boat, or other vehicle after you used marihuana? ☐ No ☐
	☐ Yes If yes, please explain
	·

16.	Have you been intoxicated or high in the past year: If so, how many times? Provide information for each instance including what you consider "being intoxicated or high."
	□ No □ Yes
	If yes, please explain
17.	Have you ever been chased or pursued by the police, I.E., a foot or motor vehicle chase? ☐ No ☐ Yes If yes, please explain

(b	Referring to question 18(a), in how made drug or alcohol? If any, please provide a	any of those accidents were you impaired by a dates, location and circumstances
Date	Location (City, Province/State, Country)	Circumstances

DRUG USE:

	Used		D-4f	D (6	Total # of
Drug Type	Yes	No	Date of First Use	Date of Last Use	Times Used
Marijuana					
Hash					
Hash Oil					
Weed Oil					
Cocaine					
Crack/Rock/Powder					
Heroin					
Methamphetamine					
Mushrooms					
Acid/LSD					
PCP					
Crystal Meth					
Inhalants (glue, gasoline, paint)					
Mescaline					
Ketamine					
Designer (homemade)					
Date Rape (DMX, GHB, Rohyphonol)					
Ecstasy					
Bath Salts					
Other (specify)					
Other (specify)					
Other (specify)					
	ı	·	ı		•

Yes	No No	- Date of First Use	Date of Last Use	Times Used
\				
.)				
7)				
7)				
7)				
5	y) y) y)	у)	y)	y)

21.	Have you ever used anabolic/growth hormone steroids? ☐ No							
	□ Yes							
	If yes, please provide specific details and dates type and circumstances							
22.	 (a) Have you ever illegally purchased, sold, given away, offered, grown, manufactured, imported, exported, transported, held or stored any street or pharmaceutical drugs? □ No □ Yes 							
	If yes, please provide specific details including dates, regarding the purchase and your involvement							

(b) When was the last time you bought marijuana that was NOT from an authorized retailer of cannabis owned by the private sector and regulated by SLGA?
Do you associate with anyone who uses illegal drugs, (i.e. friends, girlfriends, boyfriends, relatives, coworkers etc? ☐ No ☐ Yes If yes, please explain

24.	Have you ever been in a place where you knew illegal drugs were being used by someone else?
	□ No
	□ Yes
	If yes, what was your reaction

FINANCIAL / CREDIT

25.	Have you ever declared bankruptcy, used a credit management group, consumer proposal company or debt solution business? No				
	□ Yes				
	If yes, please provide specific details including location, date(s) filed and discharge dates				
26.	Has a collection agency ever been assigned to any of your outstanding debts? □ No □ Yes				
	If yes, please provide specific details including location, dates and amounts				
27.	Do you gamble? □ No □ Yes				
	If yes, please provide specific details including how much money you have spent, wagered, lost or won in the last year as a result of gambling				

	☐ Yes If yes, please pr	ovide specific details inc	cluding dates and o	circumstances	
_					
_	Please list all loar	ns, mortgages, credit cards	and lines of credit	that you have.	
I	LENDER	PURPOSE	ORIGINAL AMOUNT	BALANCE	MONTHLY PAYMENTS
I			\$	\$	\$
			\$	\$	\$
			\$	\$	\$
L			\$	\$	\$
l			\$	\$	\$
L			\$	\$	\$
			\$	\$	\$
		TOTA	LS \$	\$	\$
	of any other pers ☐ No ☐ Yes	e to the payment of loans, on? ovide details of to whom			
_					
-					
_					
_					
_					

SCHOOL & EMPLOYMENT HABITS:

31.	Have you ever been suspended or formally reprimanded by an educational institution or have yo ever engaged in any form of academic misconduct (cheating, plagiarism)? □ No □ Yes				
	If yes, please provide specific details including: - What was the nature of the incident? - When did it occur? - What, if any, disciplinary action was taken? - Where did it occur?				
32.	Other than for valid medical reasons, have you ever had problems with absenteeism or late attendance while you were a student or an employee? No				
	☐ Yes If yes, please provide specific details including date, frequency and reason				

33.	Apart from valid medical reasons, how many days have you been absent from work without proper authorization over the past 12 months?				
	Days				
	Please provide an explanation for these days you were absent				
34.	Have you held any employment that you have not disclosed on your application for employment with this Police Service? □ No □ Yes				
	If yes, please provide specific details including dates, employer(s), and reason why				
35.	Have you held any employment, or earned cash income, where you did not report this income as required by law or intentionally did not pay income taxes? ☐ No ☐ Yes				
	If yes, please provide specific details including dates, employer(s) and reason why				

36.	(a) Have you ever been disciplined or documented for inappropriate behavior at work?
	□ No □ Yes
	If yes, please provide specific details explaining the behavior and any action taken
-	
	(h) If was places applied when you haboured in a properties by at words that sourced you to
	(b) If yes, please explain why you behaved inappropriately at work that caused you to be disciplined or documented for this behavior.
	be disciplified of documented for this behavior.
	-
	(c) In your opinion, was the action taken against you justified? Why or why not?
	<u></u>

37.	Have you ever been dismissed or asked to resign from a job?				
	□ No				
	□ Yes				
	If yes, please provide specific details including your position, the employer and the reason for your dismissal or resignation				
38.	Have you ever kept, removed, duplicated, accessed without authorization and/or deleted any information, in any format, that you were under a legal, professional, work or moral obligation to safeguard? ☐ No				
	☐ Yes				
	If yes, please explain				

39.	Have you ever attempted to influence or alter the results of an employment related drug test (including altering or substituting a sample?				
	☐ No ☐ Yes If yes, please explain				
40.	Have you ever lied to an employer on a job-related matter? ☐ No ☐ Yes If yes, please explain				

PROSTITUTION:

41.	Have you ever communicated for the purpose of prostitution, or secured the sexual services of a prostitute or an escort, in Canada or elsewhere, <i>E.G.</i> , street prostitution, brothel, massage parlor via the internet, etc? No				
	☐ Yes If yes, please provide specific details including:				
	 How many times did it occur? — When and where did this occur? Who was your employer at the time? 				
42.	Have you ever obtained sexual services in exchange for payment, <i>E.G.</i> , at a strip club, live sex show, massage parlor, or other place? □ No □ Yes				
	If yes, please provide specific details including: - How many times did it occur? — When and where did this occur? - Who was your employer at the time?				

43.	Have you ever engaged in a sex act for monetary purposes?
	□ No □ Yes
	If yes, please explain
44.	Have you ever accepted the earnings of a prostitute?
	□ No
	Yes
	If yes, please explain

ILLEGAL SEXUAL ACTIVITY

45.	Have you ever had sexual contact / involvement with any person without their knowledge or consent, which includes persons who were unable to give consent due to a medical condition, mental health issue, alcohol or drug, or other reason? No
	☐ Yes If yes, please provide specific details including dates, location and circumstances
	NOTE: Questions 46 and 47 do not include situations where ALL of the following apply: the other person was over the age of 12, you were less than two years older than the other person, you were not in a position of trust or authority towards that person, AND both parties consented to the activity.
46.	Have you ever been involved in a sexual manner with a person under the age of 16, whether in person or via internet, email, chat-lines, etc.? □ No □ Yes
	If yes, please provide specific details including dates, location, your age at the time, relationship to the person who was under 16, and circumstances

47.	Have you ever asked or persuaded a person under the age of 16 to participate in any sexual activity? \square No
	□ Yes
	If yes, please provide specific details including dates, location, your age at the time, relationship to the person who was under 16, and circumstances
48.	Have you ever participated directly or indirectly in sexual activity with any person under the age of 18 years while being in a position of trust or authority over that person? A position of trust and authority over a person includes babysitter, coach, boss, etc.
	☐ Yes If yes, please provide specific details including dates, location and circumstances

49.	Have you ever committed incest? (Not including your own victimization)
	□ No
	□ Yes
	If yes, please explain
50.	Have you ever engaged in sexual activity with an animal?
	□ No □ Yes
	If yes, please explain
51.	Have you ever given anyone some type of drug or substance, without their knowledge, prior to engaging in sexual activity?
	□ No
	□ Yes
	If yes, please explain

52.	Have you ever made anonymous or unwanted sexual phone calls? ☐ No ☐ Yes
	If yes, please explain
53.	Have you ever possessed sexual or nude images/videos of another person by consent and shared them someone else? ☐ No ☐ Yes If yes, please explain
54.	Have you ever observed, videotaped, or photographed in any form (peeping, telescope, binocular, electronically captured with a cell phone, camera or the naked eye) sexual acts of another person without their knowledge? ☐ No ☐ Yes If yes, please explain

55.	Have you ever watched another person who was naked or partly naked without their knowledge or consent?
	□ No
	☐ Yes
	If yes, please explain
56.	Have you deliberately exposed yourself to anyone in public or sent/displayed images of a sexual nature to a non-consenting recipient? (including sexual activity in a public place/parked vehicle or mooning)? No Yes If yes, please explain
57.	Have you ever accessed, viewed, purchased, manufactured, made, distributed, sold, possessed or produced child pornography in any form, <i>I.E., materials that are written, visual, audio, photographic, film, video, and/or electronic materials showing a person who is or appears to be under 18 years of age?</i> No Yes If yes, please explain

58.	Do you view pornography? ☐ No
	☐ Yes
	If yes, please explain
59.	Have you ever attempted to lure a person under the age of 18 to meet you for the purpose of any sexual activity, including communication over the internet? □ No □ Yes
	If yes, please explain
<u>USI</u>	E OF FORCE
60.	Have you ever been in a physical altercation with a spouse, partner or any other person associated to you in a domestic or family relationship? \square No
	☐ Yes If yes, please provide specific details including dates and relationship

61.	Have you ever been in a physical altercation with an adult person?
	□ No □ Yes
	If yes, please provide specific details including with whom, dates, location, circumstances and any injuries
62.	Have you ever been physically violent toward a child? No
	☐ Yes If yes, please provide specific details including dates, location and circumstances

63.	Have you ever resisted, assaulted, been in a fight with, or acted aggressively toward a Police Officer? \square No
	□ Yes
	If yes, please explain
64.	Have you ever been verbally abusive, or threatened anyone, <i>I.E., intimidation, bullying, road rage, etc?</i> □ No □ Yes If yes, please explain
65.	Have you ever used a weapon or firearm to intimidate or threaten another person? ☐ No ☐ Yes If yes, please explain

66.	Have you ever injured yourself or someone else with a firearm or weapon?
	□ No
	□ Yes
	If yes, please explain
67.	Have you ever carried a concealed weapon?
07.	□ No
	□ Yes
	If yes, please explain

THEFT:

68.	Have you ever been involved, directly or indirectly, in a theft, <i>E.G., shoplifting, theft of/from vehicle, theft from family member/friend, restaurants, bars, road signs, taxis, etc.?</i> □ No □ Yes
	If yes, please provide specific details – including: - What was stolen? – From whom it was stolen? - The date(s) of the offence(s)? – Why you committed this/these thefts? - What happened to the property? – How and when was it disposed of? - If you are no longer in possession of this property, what did you do with it?
69.	Have you ever been involved in any criminal behavior at any of your workplaces, <i>E.G.</i> , theft of merchandise, office supplies, money, misappropriation of funds, fraud, or converting anything to your personal use without authorization? □ No □ Yes
	If yes, please provide specific details including dates, position within company, employer and type of property

70.	Have you ever purchased anything or were given anything you thought or knew was stolen or obtained from a crime?
	□ No
	☐ Yes
	If yes, please provide specific details including dates, type of property, how you obtained it and if you are still in possession of this property
71.	Are you currently in possession of any stolen property? □ No □ Yes
	If yes, provide specific details including what property and where/how it was obtained
P	NOTE: Possession of stolen property may be of concern. These situations will be examined on
a	case-by-case basis.

72.	Have you ever been a passenger or driver of a stolen vehicle? \square No
	□ Yes
	If yes, please provide specific details
TEO	CHNOLOGICAL CRIME:
	CHNOLOGICAL CRIME:
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission?
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission? □ No
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission?
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission? □ No □ Yes
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission? □ No □ Yes
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission? □ No □ Yes
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission? □ No □ Yes
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission? □ No □ Yes
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission? □ No □ Yes
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission? □ No □ Yes
	Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission? □ No □ Yes
TE(Have you ever hacked, or attempted to hack, or gained unauthorized access into any computer system, (i.e. government, business or private) without permission? ☐ No ☐ Yes

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e you ever accessed
al?

76.	Have you ever threatened, harassed or otherwise stalked anyone over the internet, including
	accessing confidential databases (motor vehicle, licensing information, medical records, etc.) to view personal details?
	□ No
	□ Yes
	If yes, please provide specific details – including dates
77.	Have you ever posted anything on the internet or had anything posted on a social media site (i.e. Facebook, Twitter, Instagram, Snapchat, Whatsap, etc.) that would be inappropriate (i.e. bullying, racist, homophobic, sexually explicit videos/pictures, etc.)?
	□ No
	□ Yes
	If yes, please provide specific details – including dates
	

OTHER CRIMINAL ACTIVITY:

78.	Have you ever committed perjury while giving testimony under oath as a witness, victim of accused, or ever affirmed or sworn to a false document? ☐ No ☐ Yes
	Please provide specific details including dates

79.	Have you ever committed or participated	in any of th	ne following Crimi	nal Code offences:
	Arson	□ No	☐ Yes	
	Murder	☐ No	☐ Yes	
	Robbery	☐ No	☐ Yes	
	Vandalism	☐ No	☐ Yes	
	Fraud	☐ No	☐ Yes	
	Kidnapping	☐ No	☐ Yes	
	Bombing	☐ No	☐ Yes	
	Break and Enter	☐ No	☐ Yes	
	Harassment/stalking	☐ No	☐ Yes	
	Cruelty to animals	☐ No	☐ Yes	
	If you marked yes to any offence, plea			ffence(s) below
	<i>y y</i>	I	· ····································	J = () =

80.	Have you ever been involved in any type of fraud, or deliberately falsified any official documents, (E.G., insurance fraud, price tag switching, Income Tax fraud, Employment Insurance, WCB, Customs Declarations, Credit Applications, etc)?
	☐ Yes Please provide specific details including dates
81.	Have you ever, or do you currently, associate with individuals or groups who are/were engaged in criminal activity? □ No □ Yes
	Please provide specific details including dates, individuals and criminal activity

82.	Have you ever been associated online with an individual or group who is involved with organized crime? (This includes: Mafia, terrorist organizations, street gangs, outlaw motorcycle gangs, racial groups, etc.) No Yes Please provide specific details including dates
83.	Have you ever been associated to, or been a member of, any militant, subversive organization or individual, <i>I.E., racial gangs, motorcycle gangs, street gangs, organized crime groups, white supremacist groups, protest action groups, terrorist networks or cells, freedom fighters?</i> No
	☐ Yes Please provide specific details including dates

84.	Have you ever engaged in the intentional damage or destruction of any private or public property (including bus shelters, signs, vehicles, etc.)? No
	☐ Yes Please provide specific details
85.	Have you ever researched, manufactured or used an explosive device or incendiary device, <i>E.G.</i> , bombs, Molotov cocktails, pipe bombs, etc? ☐ No ☐ Yes Please provide specific details including dates and circumstances

86.	Have you ever participated in any type of smuggling, including non-disclosure of goods at a border crossing (humans, cigarettes, drugs, weapons, prohibited products from other countries)? No
	☐ Yes Please provide specific details including dates
87.	Were you ever present when a serious crime was being committed? ☐ No ☐ Yes Please provide specific details s

	□ No
	☐ Yes
	Please provide specific details
INV	OLVEMENT WITH LAW ENFORCEMENT:
	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have you ever been checked by the police where information about you was documented in any manner?
	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have you ever been checked by the police where information about you was documented in any manner? No
	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have you ever been checked by the police where information about you was documented in any manner?
	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have yo ever been checked by the police where information about you was documented in any manner? No Yes
	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have yo ever been checked by the police where information about you was documented in any manner? No Yes
	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have yo ever been checked by the police where information about you was documented in any manner? No Yes
	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have yo ever been checked by the police where information about you was documented in any manner? No Yes
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INV (89.	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have you ever been checked by the police where information about you was documented in any manner? No Yes
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	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have you ever been checked by the police where information about you was documented in any manner? No Yes
	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have you ever been checked by the police where information about you was documented in any manner? No Yes
	Other than traffic violations or for your work capacity, <i>I.E., Security Clearance Check</i> , have yo ever been checked by the police where information about you was documented in any manner? No Yes

90.	Have you been involved in or in attendance at any circumstance where police were called or responded? \square No
	☐ Yes Please provide specific details including dates and circumstances
91.	Have you ever been refused security clearance or bond? ☐ No
	☐ Yes Please provide specific details including dates and circumstances
92.	Have you ever impersonated a police officer? ☐ No ☐ Vec
	☐ Yes If yes, please explain

93.	Have you ever lied to a police officer during an investigation (including as a witness or as a victim making a false complaint)?
	□ No
	□ Yes
	If yes, please explain
94.	Have you ever hidden anyone from the police or helped anyone to avoid being arrested? ☐ No
	□ Yes
	If yes, please explain

95.	Have you ever bribed or attempted to bribe anyone? ☐ No				
	☐ Yes				
	If yes, please explain				
	ij yes, piedse explain				
96.	Have you ever been charged or otherwise involved with an offence in a foreign country?				
	□ No				
	□ Yes				
	If yes, please explain				

FIREARMS:

97.	Do you own or possess any firearms? ☐ No			
	☐ Yes If yes, please describe product			
98.	If you own or possess a firearm, have you applied for or do you have a firearms license? ☐ No ☐ Yes			
	☐ Not applicable			
	Please provide circumstances if applicable			
-				

99.	If you own a firearm, is it stored in accordance with current legislation? \square No \square Yes		
	☐ Not applicable		
	If no, please describe how the firearm is stored		
100.	Have you ever been refused a firearms license?		
	□ No □ Yes		
	If yes, please provide specific details		
101.	Have you ever hunted illegally or fished without a license? ☐ No		
	☐ Yes		
	If yes, please explain		

	Do you possess or own any prohibited weapons, (e.g. brass knuckles, crossbow, morning sta spike wristband, switch blade, Nunchaku, sticks, etc)? □ No
	☐ Yes If yes, please provide specific details
	-y y - z , p - z - z - p - z - y - z - z - z - y - z - z - z - z
D 4 C	
<u>BAC</u>	KGROUND:
N	OTE:
A	background check is part of the selection process. It involves a detailed and
tn	orough investigation of your history.
103.	Have you ever treated someone differently because of race, colour of their skin, gender, sexu
	orientation, religion or political views?
	orientation, religion or political views? □ No □ Yes
	□ No
	□ No □ Yes

104.	Are you aware of any reasons that may disqualify you from becoming a Police Officer with the Police Service?
	□ No
	□ Yes
	If yes, please explain
	ij yes, piedse expidiii
105	Have you over been subjected to as do you feel you might have engaged in any activities for which
105.	Have you ever been subjected to or do you feel you might have engaged in any activities for which you could be subjected to blackmail or coercion?
	□ No
	□ Yes
	If yes, please explain
	i, yes, preuse explainm
	

106.	Have you ever been involved in ANY criminal activity that you have not previously disclosed or documented?		
	□ No		
	☐ Yes		
	Please provide specific details including dates, circumstances and type of crime		
			
107.	Have you knowingly provided any false information or deliberately withheld any information in your application to this Police Service? ☐ No ☐ Yes		
	Please provide specific details		
			

108.	Is there any information you wish to add or disclose that you feel the Police Service should be aware of at this time? Non-disclosure may affect the status of your application. \[\sum \text{No} \] \[\sum \text{Yes} \] Please provide specific details

NOTE:

The following section is intended for candidates with previous law enforcement experience and addresses issues reflective of their ethics and integrity.

"Law enforcement" includes police officer, peace officer, special constable, sheriff, corrections officer, bylaw officer or military police officer.

If you DO NOT HAVE previous police experience ... Please proceed to Declaration on Page 65, and continue with this form.

FOR PREVIOUS LAW ENFORCEMENT EXPERIENCE ONLY

NOTE:	
The following section is intended for candidates with previous law enforcement experience and addresses issues reflective of their ethics and integrity. "Law enforcement" includes police officer, peace officer, special constable, sheriff corrections officer, bylaw officer or military police officer.	
109. Where and when did you receive your law enforcement recruit training? Please provide specific details	

110.	How many years of law enforcement experience have you accumulated? Please provide circumstances if applicable
111.	Presently, what rank do you hold? If promoted, please identify when this occurred?
112.	Have you been, or are you now, the subject of civil litigation as a result of your duties as a law enforcement officer? □ No □ Yes
	Please provide specific details if applicable

113.	Have you been, or are you now, the subject of an internal or external investigation as a result of your duties as a law enforcement officer? \square No \square Yes		
	Please provide specific details if applicable		
114.	Were you ever disciplined for inappropriate conduct or unauthorized conduct while employed as a law enforcement officer? No Yes Please provide specific details if applicable		
115.	Were you ever absent from duty for any extended periods of time other than for authorized purposes or medical reasons? □ No □ Yes		
	Please provide specific details if applicable		

116.	Have you ever deliberately committed any criminal act while employed as a law enforcement
	officer that, if detected, you could / would face prosecution? \square No
	□ Yes
	Provide specific details if applicable
117.	(a) As a law enforcement officer, were you ever with another officer when they committed a crime?
	□ No
	Yes Have place explain and complete question 117 (b)
	If yes, please explain and complete question 117 (b)

	(b) Did you report the incident? ☐ No ☐ Yes If no, please explain
118.	Have you ever been involved in a situation where you deliberately neglected your duties or intentionally violated policy and procedure? No Yes If yes, please explain

119.	As a law enforcement officer, have you ever received a kickback or accepted a bribe? No	
	☐ Yes If yes, please explain	
120.	As a law enforcement officer, have you ever falsified a police report, <i>E.G., evidence receipts criminal investigations, falsified written statements, police log, etc?</i> No Yes	
	If yes, please explain	

121.	As a law enforcement officer, have you ever intentionally made a false arrest? \square No	
	Yes Huga places cuplain	
	If yes, please explain	
122.	As a law enforcement officer, have you ever used excessive force?	
	□ No □ Yes	
	If yes, please explain	

123.	As a law enforcement officer, have you ever illegally destroyed any seized evidence? No Yes			
124.	As a law enforcement officer, have you ever, with or without authorization, taken exhibits for			
	your own personal use or gain?			
	□ No			
	☐ Yes			
	If yes, please explain			

125.	As a law enforcement officer, have you ever stolen anything from your department?				
	□ No □ Yes				
	If yes, please explain				
					
126.	As a law enforcement officer, have you ever stolen anything from a crime scene, accident scene,				
	property room, vehicle, victim or accused person? ☐ No				
	□ Yes				
	If yes, please explain				
	ij yes, pieuse expiuii				

127.	As a law enforcement officer, have you ever unlawfully used, sold or possessed any illegal drugs? \square No				
	☐ Yes				
	If yes, please explain				
	······································				
	·				
128.	As a law enforcement officer, have you ever used your position for personal gain?				
	□ No				
	☐ Yes If yes, please explain				
	ij yes, pieuse expiuin				
	······································				

129.	Have you ever engaged in a sexual act with a prisoner or anyone else in your custody, or with
	anyone directly related to your investigation, E.G, a witness, etc?
	□ No
	Yes Huga plaga ambain
	If yes, please explain
	
130.	Have you ever told a relative, friend or acquaintance about an active investigation that involved
	them or someone they knew, I.E., tipped someone off?
	□ No
	Yes Hage plage cyclein
	If yes, please explain

131.	Have you ever intentionally covered up an offence for a relative, friend or acquaintance? ☐ No ☐ Yes If yes, please explain	



Saskatoon Police Service DECLARATION OF APPLICANT

	DECLARATION OF APPLICANT
1,	on my own behalf:

- 1. **Acknowledge** that I have provided the completed Recruitment Application Package to the Saskatoon Police Service (SPS) voluntarily, based on my desire to pursue a career as a police officer. The information I have provided is up-to-date, honest, accurate, and complete, to the best of my knowledge and belief.
- 2. **Consent** to the SPS collecting and using the information, including personal information, within the Recruitment Application Package, to assess my suitability for employment as a police officer.
- 3. **Recognize** that any deceit, dishonesty or non-disclosure concerning questions in the Recruitment Application Package may result in my disqualification from the recruitment process and any future employment with the SPS. I further understand that if I am currently employed by the SPS, any deceit, dishonesty or non-disclosure concerning information provided in the Recruitment Application Package, may result in discipline up to and including dismissal from my current employment.
- 4. Recognize that an essential component of assessing my qualifications and suitability for a career as a police officer is a thorough background investigation and security check. I consent to the SPS using, disclosing, transmitting, and examining the information I have provided in order to conduct a thorough background investigation and security check. This background investigation and security check will involve the SPS contacting third parties on my behalf.
- 5. **Understand** upon the SPS' receipt of my completed Recruitment Application Package, I am officially in the SPS Recruitment Process. I understand that I may still withdraw from the SPS Recruitment Process at any time by notifying SPS human Resources Recruiting.
- 6. Release, discharge, covenant not to sue, and agree to indemnify, save and hold harmless the SPS, the Saskatoon Board of Police Commissioners, the City of Saskatoon, and their respective administrators, directors, agents, officers, employees or assigns (each considered one of the "Releasees" herein) from all liability, claims, demands, losses or damages caused or alleged to be caused by my disclosure of the information in the Recruitment Application Package. If I, or anyone on my behalf, makes a claim against the Releasees, I agree to indemnify the Releasees, which includes paying their litigation expenses, attorney fees, loss, liability, damage or costs which they may incur.

•	J	nowledge that I have read the instructions proved in and them. I have executed the Recruitment
Application voluntarily on this day of _		20
Print Applicant's Name		Signature of Applicant
Print Witness Name		Signature of Witness

I certify that the information provided by me in the Recruitment Application Package is true, correct, and

Personal information contained on this form is collected pursuant to *The Local Authority Freedom of Information and Protection of Privacy Act* and will be used in accordance with is Act. Questions about this collection should be directed to the SPS Access and Privacy Unit.