

## Self Check Answers Chapter 6

### 6.1 Self Check

1. How did officers of the nineteenth century differ from contemporary officers?  
Nineteenth century police officers operated under a much different system than today's officers. Police departments answered to politicians, not to the people in general. Therefore, officers would do the bidding of the politicians who got them their jobs. This contributed to corruption among the police.
2. What skills do officers need in the twenty-first century?  
Twenty-first century officers must be skilled in
  - Problem solving
  - Critical thinking
  - Interpersonal communication
  - Planning and organizing
  - Human behavior
  - Social ecology
  - Criminal law

### 6.2 Self Check

1. What are the benefits of a college education for police officers?  
Although the benefits of a college education for officers are unproven, those who support requiring a college degree contend that educated officers have
  - Greater knowledge of procedures, functions, and principles relevant to the officer's present and future assignments
  - Better appreciation of the professional role and its importance in the criminal justice system, as well as in society
  - More desirable psychological qualities such as alertness, empathy, flexibility, initiative, and intelligence
  - Greater range of interpersonal skills centered in the ability to communicate, be responsive to others, and exercise benevolent leadership
  - Greater ability to analyze situations, exercise discretion independently, and make judicious decisions
  - Strong moral character, which reflects a sense of conscience and the qualities of honesty, reliability, and tolerance
  - More desirable system of personal values consistent with the police function in a democratic society
2. Name the typical minimum standards for employment in law enforcement.  
Typical minimum standards are that recruits must
  - Have a high-school diploma or GED; some agencies encourage applicants to have at least an associate's degree, although most do not require it.
  - Be at least 21 years old
  - Have or be able to obtain a valid driver's license from the appropriate state
  - Have not committed or been convicted of any felonies or serious misdemeanors
  - Have not been convicted of driving while impaired within a certain time frame
  - Be in good physical health
  - Be a United States citizen
  - Have an honorable military discharge, if applicable
  - Pass an entry-level written examination and physical ability test
  - Pass an extensive background investigation, which is an extensive investigation of police applicants that examines several prior behaviors including past drug use, crime record, driving record, and job performance

- Pass a psychological examination, polygraph examination, medical examination, and drug screening

### 6.3 Self Check

1. What are the federal guidelines that affect police officer recruitment?

These guidelines include the

- Civil Rights Act of 1964, Title VII: This federal law prohibits employment discrimination on the basis of race, color, religion, sex, age, or national origin by employers who employ 15 or more persons and are engaged in an industry affecting commerce. The entire selection process is under the scrutiny of the Equal Employment Opportunity Commission (EEOC), which administers the provisions of Title VII. This law is particularly critical if discrimination exists and a department is struggling with how to develop a selection process that is fair, impartial, and nondiscriminatory.
  - Age Discrimination Act of 1967: This federal law prohibits employment discrimination against persons older than age 40.
  - Americans with Disabilities Act (ADA): This federal law makes it illegal to discriminate against qualified individuals with disabilities.
2. What areas does a background investigation focus on?  
A background investigation focuses on:
    - Verifying all information on the application
    - Fingerprinting the applicant
    - Checking for a criminal record
    - Reviewing the driving record
    - Checking military records to verify service
    - Interviewing personal references, former employers, and former teachers
    - Assessing job and academic performance
    - Checking financial stability

### 6.4 Self Check

1. What is the MBTI?

The Myers-Briggs Type Indicator is one of the most popular personality inventories in use today. It consists of 126 questions that can be administered to individuals age 14 and older. It is written at the seventh-grade level and has no time limit.

2. What does the psychological evaluation part of the selection process try to answer?  
Psychological evaluations attempt to determine a candidate's mental stability, which is of increasing importance as agencies deal with problems of police brutality and misconduct.

### 6.5 Self Check

1. What are the various methods of training police officers?

Most departments use academy training followed by field training. Many smaller jurisdictions send recruits to larger academies.

2. How are academy training standards established?

Although some states still do not certify their instructors, a comprehensive instructor development course is considered necessary in order for instructors to provide a consistent curriculum.

Currently, the International Association of Directors of Law Enforcement Standards and Training is encouraging all states to certify its law enforcement instructors so that a high level of training is achieved.